### **DEFENSE LOGISTICS AGENCY**

# FEDERAL AGENCY ANNUAL EQUAL EMPLOYMENT OPPORTUNITY STATUS REPORT

FOR PERIOD COVERING

OCTOBER 1, 2006 to SEPTEMBER 30, 2007



8725 JOHN J. KINGMAN ROAD, SUITE 1127 FORT BELVOIR, VIRGINIA 22060-6221

# Annual EEO Program Status Report Management Directive - 715 Corporate Equal Employment Opportunity Office Defense Logistics Agency October 1, 2006 to September 30, 2007

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#### EEOC FORM 715-01 PART A - D U.S. Equal Employment Opportunity Commission

#### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2006, to September 30, 2007.

PART A	1. Agency		1. Department of Defe	nse
Department	1.a. 2 <sup>nd</sup> level reporting component		1.a. Defense Logistics	Agency
or Agency Identifying Information	1.b. 3 <sup>rd</sup> level rep	1.b. 3 <sup>rd</sup> level reporting component		
mormadon	1.c. 4 <sup>th</sup> level rep	porting component		
	2. Address			Agency O Office, Room 1127 nan Road, Stop 2533
	3. City, State, Z	ip Code	3. Fort Belvoir, VA 22	060
	4. CPDF Code	5. FIPS code(s)	4. DD07	5. 47900
PART B	1. Enter total nu employees	umber of permanen	t full-time and part-time	1. 20,839
Employment	2. Enter total nu	umber of temporary	employees	2. 55
	3. Enter total nu appropriated fu	umber employees p nds	aid from non-	3. Data Not Available
	4. TOTAL EMPLO	OYMENT [add lines I	3 1 through 3]	4. 20, 894
PART C	Head of Agency     Official Title		1. Director	
Agency Official(s)	2. Agency Head	Designee	2. Robert T. Dail, Lieut	tenant General, USA
Responsible For Oversight of EEO Program(s)	3. Principal EEO Director and Official Official Title/series/grade		3. Famia J. Magaña, D Opportunity, GS-26	irector of Equal Employment 0-15
	4. Title VII Affirmative EEO Program Official		4. Johnny R. McAfee Affirmative Employr	ment Program Manager, GS-260-13
	5. Section 501 Affirmative Action Program Official		5. Eríc Spanbauer Disability Program Manager, GS-260-13	
	6. Complaint Pro Manager	ocessing Program	6. Brent G. Bailey Staff Director, EEO	Policy and Compliance, GS-260-14
	7. Other Respor	nsible EEO Staff		

\*Note: Workforce statistics on this page are from DLA Workforce Analysis Tool (DWAT); other workforce statistics within this report may differ.

#### EEOC FORM 715-01 PART A - D U.S. Equal Employment Opportunity Commission

#### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes		
List of Subordinate Components Covered in This Report	Defense Logistics Information Service 74 Washington Ave. N. Battle Creek, MI	DD07	12980	
	Defense Reutilization and Marketing Service 74 Washington Ave. N. Battle Creek, MI	DD07	12980	
	Defense Distribution Center 2001 Mission Drive, Bldg. 81 New Cumberland, PA	DD07	25420	
	Defense Supply Center Philadelphia 700 Robbins Ave. Philadelphia, PA	DD07	37980	
	Defense Supply Center Richmond 8000 Jefferson Davis Highway Richmond, VA	DD07	40060	
	Defense Supply Center Columbus P.O. Box 3990 Columbus, OH	DD07	18140	
	DLA, EEO Operations Division 8725 John J. Kingman Road, Rm.1119 Ft. Belvoir, VA	DD07	47900	

*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	
Brief paragraph describing the Agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	×
Summary of results of Agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	×	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	×

Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	x	*Copy of Workforce Data Tables <u>as necessary</u> to support Executive Summary and/or EEO Plans	×
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report <u>as necessary</u> to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	×
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	<b>X</b>	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	NA
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements		*Organizational Chart	X

U.S. Equal Employment Opportunity Commission

#### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

#### **DEFENSE LOGISTICS AGENCY**

For Period Covering October 1, 2006 to September 30, 2007.

#### **EXECUTIVE SUMMARY**

The Defense Logistics Agency (DLA) is a U.S. Department of Defense (DoD) Combat Support Agency. The DLA Director reports to the Under Secretary of Defense for Acquisition, Technology and Logistics through the Deputy Under Secretary of Defense (Logistics and Materiel Readiness). DLA provides worldwide logistics support for the missions of the Military Departments and the Unified Combatant Commands under conditions of peace and war. It also provides logistics support to other DoD Components and certain Federal agencies, foreign governments, international organizations, and others as authorized. DLA's workforce is made up of over 20,000 civilian and military employees located in 48 states and 28 countries.

Equal Employment Opportunity (EEO) is recognized as an integral component of the DLA strategic mission. The Director, EEO and staff assist the Agency to address the lack of participation by members of minority groups, women and individuals with disabilities, particularly in DLA's major occupations and leadership ranks, and established a process to sustain a diverse workforce.

In our Fiscal Year FY 2006 report, we stated that we had corrected many of the deficiencies that had been previously identified through our Agency Self-Assessment. The deficiencies were identified in our FY 2005 and FY 2006 reports in the following Essential Elements: Management and Program Accountability; Demonstrated Commitment from Agency Leadership; Integration of EEO into the Agency's Strategic Mission; Proactive Prevention; Efficiency; and, Responsiveness and Legal Compliance. During FY 2006, we were successful in eliminating a number of these deficiencies. During FY 2007, the majority of these deficiencies were corrected or eliminated. This report will provide details on our accomplishments in those areas that remain deficient and will reflect that some of these deficiencies and action plans have been modified and in a few remaining areas there has still been little to no progress made. DLA will continue to track and eliminate all identified deficiencies.

The program element that we identified as being the most deficient was Element E – Efficiency. The aforementioned analysis indicated that our lack of an automated discrimination complaint tracking tool and an automated workforce analysis tool had contributed greatly to the deficiencies in this element. Since our last report, we have deployed the DLA Workforce Analysis Tool (DWAT) and are now capable of analyzing and reporting required data tables. In FY 2006, the Agency also deployed an automated discrimination case management and information tracking tool (iComplaints). There is improvement in the Agency's processing time for issuing final Agency decisions on EEO complaints; and the DLA Director, EEO delivered a "State of the Agency Briefing" during this reporting period. Therefore, this deficiency has been corrected and is no longer a barrier.

#### **Complaints Processing**

In FY 2006, DLA reported the Agency EEO staff had conducted an inventory reduction initiative that improved the average processing time for issuing final Agency decisions (FADs). Specifically, the Agency's average processing days were reduced from 239.0 in FY 2005 to 178.55 days in FY 2006. During this reporting period (FY 2007) however, the average processing days rose to 353.24. This increase is attributed to the adjudication of several EEO cases that had been in the complaint process for a significant period at the hearing stage. DLA has little or no control over the processing days of complaints where the complainant has requested a hearing before the EEOC. Additionally, our staff was without one of four FAD writers for the majority of the year and remain short staffed at this time. Also, with the Agency's deployment of (iComplaints) in FY 2006, we now continually monitor the quality and timeliness of complaint processing at the field activity level and expect to improve.

#### Alternative Dispute Resolution Program

Through implementation of the DLA Alternative Dispute Resolution (ADR) Program for EEO disputes that is called "Reach Equitable Solutions Voluntarily and Easily (RESOLVE)," DLA has taken significant steps toward changing the way the Agency manages conflict. The RESOLVE Program strives to build a strong foundation for preventing destructive conflict and, when conflict occurs, bringing it to a conclusion that all parties perceive as fair and equitable. DLA's leadership understands that as a good business practice, resolving conflict early can help maintain or restore relationships both in the workplace and with users and recipients of DLA program services while at the same time avoiding the costs of litigation, administrative hearings, or investigations.

A review of DLA 462 Statistical Report for FY 2007 revealed that the participation in the ADR (RESOLVE) Program during the informal stage of the complaint process improved dramatically. Specifically, during the pre-complaint phase the employee participation rate increased from 28.1% (274 offered and 77 individuals accepted) in FY 2006 to 43.2% (132 offered and 57 accepted) in FY 2007.

DLA's formal complaint ADR program activities were significantly better, although there was a slight decrease in the participation rate during this reporting period (32 of 42 complainants accepted ADR). The resolution rate for complainants that participated in ADR during the formal stage in FY 2007 was 76.1%, which is a slight decrease from 88.8% in FY 2006. However, the resolution rate remained high for all cases that were referred through mediation and conflict resolution. The overall resolution rate was 84.3%<sup>1</sup>.

#### **Targeted Groups**

A review of workforce data as of September 30, 2007, revealed that the largest disparity in participation rates among DLA employees, as compared to the Relevant Civilian Labor Force (RCLF), continues to be among Hispanics, White females and the Targeted Disabled.

Consistent with a key element of a Model EEO Program (Integration of EEO Into The Agency's Strategic Mission), the Director, DLA and senior leadership have integrated strategies, plans, objectives, measures and established milestones through the Balanced Scorecard Initiative to increase the participation rates of the targeted groups. DLA seeks to increase the participation rate of Black or African-American Men and Women in DLA's Executive and Senior Level Officials and Managers to approximately 4.36% and 6.03%<sup>2</sup>, respectively. DLA seeks to increase the participation rate of Women in First Level Officials and Managers positions (GS-12 and below), in Mid-Level Officials and Managers (GS-13 and 14) positions, in Executive and Senior Level Officials and Managers (GS-15 and above) positions to \*50.69%; and in Craft Worker positions to \*3.17, respectively. See Table A-3.

<sup>&</sup>lt;sup>1</sup> 27 of the 32 ADR efforts resulted in 25 settlements and 2 withdrawals from the process.

<sup>&</sup>lt;sup>2</sup> \* Denotes the percentage of workforce diversity milestones derived from the RCLF established in the Agency's Balanced Scorecard Initiative/Strategic Plan. Please refer to DLA's Balanced Scorecard Measure (LG3-Measure 2 - Workforce Equality of Opportunity: Recommendations).

Where the Agency has met or exceeded the established Relevant Civilian Labor Force (RCLF) for targeted groups, we shall not identify these areas as barriers to equal opportunity. However, for all areas that we do find institutional barriers, we shall continue to monitor and report our progress on an ongoing and continuous basis.

During FY 2007, DLA conducted and participated in a number of recruitment events as an effort to increase the participation of targeted groups in the workplace.

#### Women

As part of a variance measurement established within the Agency's Balanced Scorecard Initiative/Strategic Plan to increase the participation of the targeted groups, an objective was established to increase the overall participation rate of Women to \*50.69% in First Level Officials and Managers positions (GS-12 and below), in Mid-Level Officials and Managers (GS-13 and 14) positions; and in Executive and Senior Level Officials and Managers (GS-15 and above), respectively; and to \*3.17% in Craft Worker positions. During FY 2007, the participation rate for women in the overall DLA workforce increased slightly from 41.61% (FY 2006) to 41.77% compared to the RCLF of 43.60%. See Table A-1. In first level grades (GS-12 and below) women decreased slightly in participation from 52.51% (FY 2006) to 52.11% (FY 2007), exceeding the participation rate of the RCLF (50.69%); in Mid Level positions (GS-13 and 14) women decreased from 45.02% to 44.83%, compared to the RCLF (50.69%). See Table A-3. The participation of Women in Senior Executive Service (SES) positions (30.44%) also remained below the participation in the DLA General Schedule (GS) workforce (48.8%). See Table A-4.

In Executive and Senior Level Officials and Managers (GS-15 and above) positions women decreased from 35.39% to 32.34%. In this area, women remain below the RCLF of 50.69%. Women in Craft Worker positions decreased from 2.94% to 2.74%, and remain below the RCLF of 3.17%. Women in Laborer and Helper positions increased from 20.9% to 20.31%, and remain above the RCLF of 15.71%. Women Service Workers increased from 7.45% to 7.93%, and remain below the RCLF of 11.42%. See Table A-3. This plan will address the strategies that the Agency has and will further utilize to increase the diversity of the DLA workforce in these areas. See below for the Agencies adapted strategies.

#### Hispanics or Latinos

As part of a variance measurement established within the Agency's Balanced Scorecard Initiative and Strategic Plan to increase the participation of the targeted groups, an objective was established to increase the overall participation rate of Hispanics in the DLA workforce to \*10.7% by FY 2011. In spite of some progress in this area, the overall participation of Hispanics in the DLA workforce remained fairly stagnant during this reporting period. The percentage of Hispanic or Latino males decreased slightly from 3.11% to 3.10%; Hispanic or Latino females increased slightly from 1.52% to 1.57%. The participation of Hispanics or Latinos in the DLA workforce remains well below the RCLF percentage (5.26% males and 3.69% females). See Table A-1.

DLA also continues to lag in terms of adequate participation of Hispanics in the Mid Level positions (GS-13 and 14). However, during FY 2007, the percentage of Hispanic or Latino males increased from 2.02% to 2.16%; Hispanic or Latino females also increased slightly from 1.09% to 1.13%; in the Executive and Senior Level Officials and Manager (GS-15 and above) positions, the participation of Hispanic or Latino males increased from .88% to 1.88%. See Table A-3. It should be noted, however, that the participation of Hispanic or Latino males and females (4.35% and 4.35%, respectively) in Senior Executive Service (SES) positions is above the participation rate in the workforce (3.10% male and 1.57% female, respectively). See Tables A-4 and A-1.

Hispanics continue to be underrepresented in nearly all of DLA's major occupations and series including 1101, 1102, 1910, 2001, 2003, 2010, and 2210 (for Hispanic males). See Table A-6. Hispanics in the DLA workforce continue to be primarily represented in Laborer (8.48% males and 1.79% females), and Helper and Service Worker occupations (3.26% and 0.23%). A review of DLA workforce changes reflected that DLA did not suffer any significant net loss of Hispanic men (-0.46%). Noteworthy, however, there was a significant net increase of Hispanic females during this reporting period (+3.13%). See Tables A-3 and A-1.

To address these concerns, the Agency presently recruits to fill positions at all grade levels at events and job fairs/forums targeted to Hispanics and has established and published a schedule for recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HSI's), Hispanic organizations, advocacy groups and Hispanic professional organizations.

DLA's Human Resources Office leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and functional areas of DLA. The cadre works closely with the Corporate EEO Office.

#### **Black or African-Americans**

As part of a variance measurement established within the Agency's Balanced Scorecard Initiative and Strategic Plan to increase the participation of the targeted groups, an objective was established to increase the overall participation rate of Black or African-Americans in Executive and Senior Level Officials and Managers positions to \*4.36% and \*6.03%, for Black or African-American men and women respectively. During FY 2007, Black or African-American female participation decreased from 2.65% to 2.26%% in Executive and Senior Level Officials and Managers positions. Black or African-American females remain below parity with the RCLF of 6.03%. However, Black or African-American male participation in Executive and Senior Level Officials and Managers positions at 5.64% increased from 4.87% and exceeds the RCLF (4.36%). The participation of Black or African-Americans males and females (5.64% and 2.26%, respectively) in Executive and Senior Level Officials and Managers positions also remained below the participation rate in the DLA workforce (11.29% male and 12.15% female, respectively). See Table A-3. The participation of Black or African-American males and females (4.35% and 0%, respectively) in Senior Executive Service (SES) positions also remained below the participation rate in the DLA workforce (11.29% male and 12.15% female, respectively). See Table A-4.

The participation rate of Black or African-American males in the overall DLA workforce increased from 11.11% during FY 2006 to 11.29% as of September 30, 2007. During this same period Black or African-American females in the overall workforce increased from 12.05% to 12.15% as of September 30, 2007. In terms of participation in the overall workforce, Black or African-American males and females exceed the RCLF of 5.61% and 5.34%, respectively.

#### Disability

The participation rate of targeted disabled employees decreased slightly from 1.96% in FY 2006 to 1.93% in FY 2007. DLA still remains below the established goal of 3.0%. Responsible Agency officials will continue their ongoing efforts through utilization of the Workforce Recruitment Program (WRP) for College Students with Disabilities and the DLA Corporate Intern Program. Agency responsible officials will continue to work with all available resources towards progress in this area. In order to maintain and increase individuals with targeted disabilities in the DLA workforce, Special Recruitment Plans have been promoted and continued where already in place. DLA provided five recruiters to work with the Department of Labor in the annual WRP recruitment process as interviewers of potential candidates at various colleges and universities all over the nation, and will do so again for the next fiscal year.

During FY 2007, DLA hired a record-breaking 44 WRP students as compared to 33 in FY 2006. Also during FY 2007, 83 employees with disabilities were hired and 5 with targeted disabilities were hired into permanent positions. Although this was a significant hiring increase, our employment statistics have not increased measurably despite the success of WRP. The DLA Disability Program Manager and the DLA Corporate Recruiter work together at job fairs targeted to people with disabilities and the Disability Program Manager participates at conferences as a panel member and presenter. DLA also went to recruit at the CAREERS & disABLED Magazine Job Fair Expo for People with Disabilities in Boston, MA on 7 May 2007. About 30 Persons With Disabilities (PWD) were contacted regarding the Corporate Intern Program and about 50 PWDs about lateral transfer/entry-level positions. Many of them were not able or willing to re-locate outside from the Boston area, although they were told how to apply for DLA jobs.

The Agency follows EEOC's reasonable accommodation policies and procedures. In 2007, a total of 74 DLA employees with disabilities requested accommodations for 142 assistive technology items and services, including some training and travel, from the Department of Defense Computer/Electronics Accommodations Program (CAP) with a cost savings of \$107,898.06 dollars for DLA in FY 2007. In FY 2006, we had a total of 62 requests for 164 assistive technology items and services with a cost savings of \$112,297.61 dollars. The EEO office continues to spearhead the awareness and communications to promote the resources and technologies available to Persons with Disabilities in providing these solutions to all employees in need.

See Part 7 (EEOC Form J) for more details.

#### **Employee Recognition and Awards**

FY 2007 data revealed that overall, minority groups and individuals with targeted disabilities improved this period with regard to receiving recognition and awards. Our previously expressed concern was that some targeted groups were not receiving the number and amounts of time off and monetary awards that were reflective of their participation in the workforce. Specifically, we stated that although Hispanics or Latinos were represented in the DLA workforce at 3.10% males and 1.57% females, they had received less time off awards than they were represented in the workforce.

In summary, during this reporting period Hispanic or Latino employees received considerably more recognition and awards than in previous reporting years. During FY 2007, Hispanic males received an average of 5.29 (males) and 5.85 (females) hours of time off awards (1-9 hours) compared to the Agency average of 5.26. For time off awards of 9 + hours, Hispanics or Latino males and females received 28.08 and 28.25 hours, respectively, compared to the Agency average of 27.10. See Table A-13.

With regard to cash awards (\$500.00 and under), Hispanic or Latino male employees received an average of \$279.22 and females received \$314.02 compared to the Agency average of \$314.69; for cash awards (\$500.00 and up), they received an average of \$1,374.70 males and \$1,434.50 females compared to the Agency average of \$1,507.55. For quality step increases, Hispanic or Latino employees received 3.37% males and 1.98% females (no DLA average available). See Table A-13.

During FY 2007, Black or African-American males received an average of 5.60 hours time-off and females 5.64, compared to the Agency average of 5.26 for time off awards (1-9 hours); they received average hours of 28.82 and 25.91, respectively for time off awards (1-9+ hours), compared to the Agency average of 27.10. See Table A-13.

With regard to cash awards (\$100-\$500.00), Black or African-American males and females received an average of \$305.86 and \$326.02, respectively, compared to the Agency average of \$314.69. For cash awards (\$500.00 +) they received an average of \$1,371.69 and \$1,378.05, respectively, compared to the Agency average of \$1,507.55. With regard to quality step increases, Black or African-American males and females received 5.15% and 8.51%, respectively, compared to their workforce participation rate of 11.29% and 12.15%, respectively. See Table A-13 and A-1.

Individuals with targeted disabilities compose 1.97% of the DLA workforce, yet they received 1.81% of time-off awards (1-9 hours); 1.46% of time-off awards (9+ hours); 1.92% of cash awards (\$1-\$500.00) 1.38% of cash awards (\$500.00 +); and .40% of quality step increases. We shall continue to monitor this area very closely and for significant trends and will identify any barriers to equal employment opportunities in our next report submission. See Table B-13.

#### Net Changes in the Workforce by Race and Ethnicity, Sex and Disabilities

A review of the overall net changes in the DLA workforce during FY 2007 (all employees) revealed that the DLA workforce continued to decrease. Specifically, the total workforce decreased by -33 for a net change of -0.16%. Male employees decreased overall by -55 for a net change of -0.45%; females, however, increased by +22 for a net change of +0.25%; Hispanic or Latino males decrease by -3 and participate at 3.10% in the DLA workforce; Hispanic or Latino females participation also increased by +10 for a net change of 3.13%; White males decreased by -103 for a net change of -1.18%; White females decreased by -48 for a net change of -0.87%; Black or African-American male participation increased by +35 for a net change of

 $\pm$ 1.51% and are represented at 11.29% of the workforce; Black or African-American females increased by  $\pm$ 18 for a net change of  $\pm$ 2.13%; Asian males increased by  $\pm$ 7 for a net change of  $\pm$ 2.13%; Asian females increased by  $\pm$ 19 and remained at 1.12% of the workforce; Native Hawaiian or Pacific Islander males increased by  $\pm$ 7 for a net change  $\pm$ 17.50 and females increased by  $\pm$ 6 for a net change of  $\pm$ 3.0%; American Indian or Alaskan Native males decreased by  $\pm$ 6 for a net change of  $\pm$ 4.58% and American Indian or Alaska Native females increased by  $\pm$ 3 for a net change of  $\pm$ 3.26. See Table A-1. Also, there was a loss of  $\pm$ 7 targeted disabled employees during FY 2007, for a net change of  $\pm$ 01.70%. See Table B-1. Also, please refer to Part J of this report for more detailed information.

#### Summary of EEO Plan action Items Implemented or Accomplished

In our FY 2005 Program Status Report, we identified several deficient areas and submitted plans of action for correcting these deficiencies. Our subsequent submission in FY 2006 reported that a significant number of these barriers had been eliminated. Additional specific areas and actions taken to correct DLA's current EEO program deficiencies will be addressed below.

# Essential Element A – Demonstrated Commitment from Agency, Leadership. Compliance Indicator 1 - EEO Policy Statements are up-to-date.

The DLA subordinate Director's and Commander's are constantly issuing EEO policy letters in activity workplaces and have also posted the EEO policies on their respective Agency websites. Inasmuch as DLA Leadership continually changes, the Field Activity EEO Offices are very diligent to continually update and staff EEO policy letters whenever there is a change of command. This planned activity has been partially met.

We have still not developed a method to inform all employees of the location of the EEO Internet website where the policies are posted. During FY 2008, all DLA employees will be advised of the internet location of EEO policies through all available media (See EEOC Form H).

# Essential Element A - Compliance Indicator 3 - Agency EEO policy is vigorously enforced by Agency management.

In our last submission, a deficiency identified was that the DLA Reasonable Accommodation Procedures were not updated and published. This program deficiency has still not been corrected. The DLA Reasonable Accommodation procedures, however, have been drafted and are presently being staffed. Once the procedures have been finalized, the workforce will be informed of the new procedures via written communication; HQ Messenger; DLA Today and Tomorrow and posted in the "One Book." The One Book is a user-friendly, web-based corporate repository for the policies and procedures of DLA's business processes. It is recognized by all employees that the Agency's single place to go for policy, information, and help in performing DLA work. The One Book supports the DLA Enterprise objectives through the application of consistent processes, which is a best business practice.

### Essential Element B – Integration of EEO into the Agency's Strategic Mission. Compliance Indicator 2.

There are no identified barriers in this program area, at this time. DLA EEO staff members have active membership and support in DLA working groups including the Enterprise Leader Development Program (ELDP) Working Group; and the DLA Leadership Council. The EEO staff provided input and support to the DLA Strategic Management System (SMS) by participating in the SMS Planners Group Meetings, Balanced Scorecard, and Planning Conferences, and conducted a review of SMS planning documents and provided feedback.

# Essential Element B – Integration of EEO into the Agency's Strategic Mission. Compliance Indicator 3 – and Compliance Indicator 4.

There are no identified barriers in this program area, at this time. As we have previously stated, EEO Office staff are presently members of the DLA Strategic Review Group (SRG) and have been active participants in the development and monitoring of the Agency Strategic Plan and Balanced Scorecard Initiatives.

<sup>&</sup>lt;sup>3</sup> Asian males are represented at 1.61% in the DLA work force and are represented below the RCLF of 2.24%.

Essential Element E - Efficiency Compliance Indicator 6 - The Agency ensures that the investigation and the adjudication function of its complaint resolution process are separate from its legal defense arm or other offices with conflicting or competing interests.

There are no identified barriers in this program area, at this time. During this reporting period, the DLA Corporate EEO Office required all FA's to conduct and submit Program Self Assessments. There has been no problems identified in this area.

Essential Element F - Responsiveness and Legal Compliance. Compliance Indicator 3 - Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

In our prior submissions, we stated that a program deficiency existed in that Agency personnel working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility (Agency personnel can be from the legal, EEO, human resources functions, as well as Agency managers). Our stated objective was to evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations. The planned activities (including on-site program evaluations) developed for this deficiency have not been conducted. Due to Agency budgetary constraints that were imposed during FY 2006 and that have continued through FY 2007, the Corporate EEO staff were are unable to follow through on the planned on-site program evaluations related to this element. Consequently, this action will not be accomplished until sometime during FY 2009. See Plan to Attain the Essential Elements of a Model EEO Program. [Form 715 – 01 Part H].

U.S. Equal Employment Opportunity Commission

#### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

#### CERTIFICATION of ESTABLISHMENT of CONTINUING **EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Famia J. Magaña (GS-260-15), am the Director of Equal Employment Opportunity for the Defense Logistics Agency.

The Agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was or will be conducted at a later date. As appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

1-23-08 Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO

MD-715

FER

6 2008 Signature of Agency Head or Agency Head Designee

Date

Date

#### U.S. Equal Employment Opportunity Commission

#### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2007 - Defense Logistics Agency

Essential Element A – Demonstra Leader	- · · · · · · · · · · · · · · · · · · ·			
Compliance Indicator 1 - EEO Pol	icy Statements are up-to-date.			
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Continuance of issuing policy statements at the change of Agency Head; lacking consistent method to inform new supervisors and employees of Agency EEO Policy Statements or directing them to their location on the DLA website.			
OBJECTIVE:	To update current EEO Policy statements annually and develop method of informing new employees and new supervisors.			
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity	Director of Equal Employment Opportunity		
DATE OBJECTIVE INITIATED:	11/01/06			
TARGET DATE FOR COMPLETION OF OBJECTIVE:	1/30/07			
PLANNED ACTIVITIES TOWARD C	TARGET DATE (Must be specific)			
Develop a method to inform all employees of location EEO Internet website where the policies are posted by July 30, 2008 (See Executive Summary).		7/30/08		
REPORT OF ACCOMPLISHMENTS	and MODIFICATIONS TO OBJECTIVE			

In our last submission, we stated that our planned activities was to develop a method to inform all employees of location EEO internet website where the policies are posted by July 30, 2006. These planned activities were not fully accomplished during this reporting period. As a result, we will revisit this action during FY 2008.

#### EEOC FORM 715-01 PART H U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2007 - Defense Logistics Agency

Essential Element A – Demonstra Leader	- · · · · · · · · · · · · · · · · · · ·			
Compliance Indicator 2 - Agency	EEO policy is vigorously enforced by agency mana	gement.		
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	DLA Reasonable Accommodation Procedures are not updated and published. Plan to inform workforce and train managers needs to be developed.			
OBJECTIVE:	To finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and managers and supervisors understand their responsibilities under the new procedures.			
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Field Activity EEO Managers; DLA Training Center Officials			
DATE OBJECTIVE INITIATED:	1/31/05	1/31/05		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	6/30/08			
PLANNED ACTIVITIES TOWARD C	TARGET DATE (Must be specific)			
Inform workforce of new procedures via written communication; HQ     Messenger; DLA Today and Tomorrow.  6/30/08				
2. Conduct local seminars/discu	6/30/08 - 12/30/08			
3. Incorporate the new procedures into the DLA Supervisory Training Course. 12/30/08				

#### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

We previously stated that a deficiency existed in that DLA Reasonable Accommodation Procedures were not updated and published. We also stated that a plan to inform the workforce and train managers needed to be developed. As an objective, we were to finalize the draft DLA Reasonable Accommodation Procedures and ensure that all employees are aware of them; and that managers and supervisors understood their responsibilities under the new procedures. This program deficiency has not been fully eliminated. We are currently working to have the Privacy Act notices and issuances published in the Federal Register for comment IAW Federal law.

U.S. Equal Employment Opportunity Commission

## FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2007 - Defense Logistics Agency

#### Essential Element F - Responsiveness and Legal Compliance

Compliance Indicator 3 – Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Agency personnel* working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility.  (*Agency personnel can be from the legal, EEO, human resources functions, as well as managers.)
OBJECTIVE:	Evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations.
RESPONSIBLE OFFICIAL:	Director of Equal Employment Opportunity; Field Activity EEO Managers
DATE OBJECTIVE INITIATED:	1/31/05
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/08

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Determine if formal training exists for this aspect of EEO complaint processing; determine if internal development would be advantageous.	9/30/08
2. Determine if the Agency's compliance processing time can be evaluated through the use of iComplaints.	9/30/08
3. Determine if a change in Agency performance standards/evaluations would impact the efficiency of the Agency's compliance efforts.	9/30/08

#### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In our prior submissions (FY 2005 and FY 2006), we stated that a program deficiency existed in that Agency personnel working with compliance orders from EEOC have not had formal training on this aspect of their functional responsibility (Agency personnel can be from the legal, EEO, human resources functions, as well as Agency managers). Our stated objective was to evaluate the Agency's need to develop training and/or include order compliance efficiency in performance standards and evaluations. The planned activities developed for this deficiency are still pending completion. We plan to follow through with this initiative during FY 2008, as we transition to the National Security Personnel System (NSPS).

#### EEOC FORM

#### 715-01 PART I U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Eliminate Identified Barrier

#### FY 2007 Defense Logistics Agency

Barrier 1

#### STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

A review of our statistics on employment of people with disabilities indicates that although we are at the Department of Defense goal of 2% for the employment of targeted disabled people, we have not achieved our own goal of 3%. Additionally, DLA did not hire the 1,536 disabled employees it had initially planned to hire by the end of FY 2005 in accordance with Executive Order 13163, *Increasing the Opportunity for Individuals with Disabilities to be Employed in the Federal Government (July 26, 2000)*.

#### **BARRIER ANALYSIS:**

Provide a description of the steps taken and data analyzed to determine cause of the condition.

A review of the number of disabled employees we have hired each fiscal year since October 2000; a review of the number of applications received through the Agency's Automated Staffing Program (ASP), in other words, the number of opportunities managers had to select people with disabilities; a count of the number of unsolicited applications received from disabled people interested in working for the Defense Logistics Agency.

### STATEMENT OF IDENTIFIED BARRIER:

Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

This barrier has been partially eliminated. Although a complete trend analysis in terms of cause and effect have not been completed, based upon the existing statistical condition only it would appear that some of the barriers that may exist with regard to this area are as follows:

- 1. There is an unwillingness to utilize hiring flexibilities on the part of Agency managers and supervisors.
- 2. Lack of applicants.
- 3. Budgetary Constraints.
- 4. Attitudinal barriers.
- 5. Institutional Barriers.
- 6. Systemic Barriers.

**OBJECTIVE:** State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.

Improve the participation rate of people with targeted disabilities from 2% to 3% of the workforce through enhancement of recruitment and retention efforts by FY 2013. The DLA Equal Employment Opportunity Office and the Human Resources Office began meeting on a regular basis. This objective is continually being discussed at those meetings and plans and actions are being undertaken to have this issue fully addressed by the end of fiscal year 2013. See Form J of this report.

#### **RESPONSIBLE OFFICIAL:**

Director of Human Resources; Director of Equal Employment Opportunity

### DATE OBJECTIVE INITIATED:

April 1, 2005

### TARGET DATE FOR COMPLETION OF OBJ.

September 30, 2008

### EEOC FORM

#### **EEO Plan to Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2008; see objective above.	September 30, 2008 and Continuing
Achieve the DLA goal of 3% for Targeted Disabled.	

#### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This objective has not been accomplished. To address this concern, the Agency has engaged several aggressive initiatives to improve workforce diversity in this area. DLA's Human Resources Office leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office. Also, the Career Intern Program (CIP), Human Resources Office, working groups, etc, will all be engaged to assist advancements in this critical area. In addition to continuing our ongoing programs and initiatives that we have previously reported through our Program Status Report submissions, DLA plans to take the following actions during FY 2008 and continuing:

- 1. Develop relationships with academic institutions (high school and college, advocacy groups-Hispanic, Native American, African-American, Asian, Disabled, etc.), veteran and military transition centers, and other organizations, to increase DLA's ability to attract a diversified candidate pool.
- 2. Develop and disseminate guidance on the use of hiring flexibilities to selecting officials.
- 3. Mandate the use of the NSPS Leadership Contributing Factor in the performance appraisal process for supervisors and managers.

For more specific information, please refer to Part J of this report.

U.S. Equal Employment Opportunity Commission

# FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Eliminate Identified Barrier

	FY 2007
Barrier 2	Defense Logistics Agency
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	A review of our statistics regarding employment of Hispanic people indicates that DLA has not made progress in this area.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The Agency reviews its Hispanic Employment statistics, in the four grade groupings reported to EEOC in previous Affirmative Employment Reports, on a quarterly basis.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	This barrier has been partially eliminated. The DLA Corporate EEO Office conducts thorough and complete workforce analysis of all targeted groups and provides this statistical information to the DLA Leadership quarterly through the Agency's review of the DLA strategic plan. However, the overall issue of a lack of diversity in this area remains a concern.
<b>OBJECTIVE:</b> State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	Improve the overall Hispanic participation rate by enhancement of recruitment and retention efforts by FY 2008. The DLA Equal Employment Opportunity Office and the Human Resources Office began meeting on a regular basis. This objective is continually being discussed at those meetings and plans and actions are being undertaken to have this issue addressed by the end of fiscal year 2008.
RESPONSIBLE OFFICIAL:	Director of Human Resources; Director of Equal Employment Opportunity
DATE OBJECTIVE INITIATED:	April 1, 2005
TARGET DATE FOR COMPLETION OF	September 30, 2008 (Ongoing and Continuous)

**OBJECTIVE:** 

#### **EEO Plan to Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)		
Improve the overall Hispanic participation rate by enhancement of recruitment and retention efforts by FY 2008.			
Planned activities to be developed during FY 2008; see objective above.	September 30, 2008 and Continuing		

#### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This objective has not been accomplished. To address this concern, the Agency has engaged several aggressive initiatives to improve workforce diversity in this area. DLA presently recruits to fill positions at all grade levels at events and job fairs and forums targeted to Hispanics and has established and published a schedule for targeted recruiting at colleges and universities. DLA has also partnered with Hispanic Serving Institutions (HSI's), Hispanic organizations, advocacy groups and Hispanic professional organizations.

DLA's Human Resources Office leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA has developed a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office. The Career Intern Program (CIP) Managers, Human Resources Offices, working groups, Hispanic Employment Program Managers, Coordinators, etc, will all be engaged to assist in increasing the diversity of the Agency in this critical area.

In addition to continuing our ongoing programs and initiatives that we have previously reported through our Program Status Report submissions, DLA plans to take the following actions during FY 2008 and continuing:

- 1. Develop relationships with academic institutions (high school and college, advocacy groups-Hispanic, Native American, African-American, Asian, Disabled, etc.), veteran and military transition centers, and other organizations, to increase DLA's ability to attract a diversified candidate pool.
- 2. Develop and disseminate guidance on the use of hiring flexibilities to selecting officials.
- 3. Mandate the use of the NSPS Leadership Contributing Factor in the performance appraisal process for supervisors and managers.

U.S. Equal Employment Opportunity Commission

## FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Eliminate Identified Barrier

Barrier 3	FY 2007 Defense Logistics Agency					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	A review of our available statistics regarding employment of Black or African-American people indicates that DLA has not obtained a diverse participation rate of this group in the Executive and Senior Level Officials and Managers, Senior Executive Service.  This condition was recognized as a barrier through a review and analysis of available workforce statistics.					
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	This barrier is modified. See Executive Summary.					
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	To increase and maintain the participation rate of Black or African-American Women in DLA's Executive and Senior Level Officials and Managers to approximately 6.03%.					
<b>OBJECTIVE:</b> State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	DLA's Human Resources Office leads, guides, coordinates, and oversees the recruitment of underrepresented groups. DLA plans to develop a professionally trained cadre of recruiters made up of individuals from the Human Resources, EEO, and Functional areas of DLA. The cadre will work closely with the Corporate EEO Office.					
RESPONSIBLE OFFICIAL:	Director of Human Resources; Director of Equal Employment Opportunity					
DATE OBJECTIVE INITIATED:	January 1, 2006					
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2008 (ongoing and continuous).					

#### **EEO Plan to Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2008; see objective above.	September 30, 2008
Increase the number of Black or African-American Females in the Executive and Senior Manager Level positions.	

#### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This barrier has also been partially eliminated and is modified. In addition to continuing our ongoing programs and initiatives that we have previously reported through our Program Status Report submissions, DLA plans to take the following actions during FY 2008 and continuing:

- 1. Develop relationships with academic institutions (high school and college, advocacy groups-Hispanic, Native American, African-American, Asian, Disabled, etc.), veteran and military transition centers, and other organizations, to increase DLA's ability to attract a diversified candidate pool.
- 2. Develop and disseminate guidance on the use of hiring flexibilities to selecting officials.
- 3. Mandate the use of the NSPS Leadership Contributing Factor in the performance appraisal process for supervisors and managers.

U.S. Equal Employment Opportunity Commission

### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT EEO Plan to Eliminate Identified Barrier

FY 2007 Defense Logistics Agency							
Barrier 4							
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Women are not adequately represented in the workforce in several areas including first level grades (GS-12 and below); Executive and Senior Level Officials and Managers (GS-15 and above); as Craft Workers; Laborers and Helpers; and as Service Workers.  This condition was recognized as a barrier through a review and analysis of available workforce statistics.						
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Prior to this submission, we could not conduct a complete and thorough workforce analysis based upon the incomplete deployment of a workforce analysis tool. See Executive Summary.						
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the Agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	This barrier is modified. See Executive Summary.						
<b>OBJECTIVE:</b> State the alternative or revised Agency policy, procedure or practice to be implemented to correct the undesired condition.	To increase the participation rate to *50.69% for Women in First Level Officials and Managers positions (GS-12 and below) <sup>4</sup> ; in Mid-Level Officials and Managers (GS-13 and 14) positions; and in Executive and Senior Level Officials and Managers (GS-15 and above) positions, respectively; and to *3.17 in Craft Worker positions <sup>5</sup> , respectively. To increase the participation rate of Women in Senior Executive Service (SES) positions to equal their participation rate in the GS workforce (48.80%). See Table A-4.						
RESPONSIBLE OFFICIAL:	Director of Human Resources; Director of Equal Employment Opportunity						
DATE OBJECTIVE INITIATED:	January 1, 2006						

<sup>&</sup>lt;sup>4</sup> \*RCLF for managers and supervisors including First-level; mid-level and Executive and Senior.

<sup>&</sup>lt;sup>5</sup> \*RCLF for Craft Workers.

#### **EEO Plan to Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Planned activities to be developed during FY 2008; see objective above.	September 30, 2008
Increase the participation rate of Women in first level grades (GS-12 and below); Craft Workers; Laborers and Helpers; Service Workers; and Executive and Senior Level Officials and Managers (GS-15 and above).	

#### REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This barrier has also been partially eliminated and is modified. In addition to continuing our ongoing programs and initiatives that we have previously reported through our Program Status Report submissions, DLA plans to take the following actions during FY 2008 and continuing:

- 1. Develop relationships with academic institutions (high school and college, advocacy groups -Hispanic, Native American, African-American, Asian, Disabled, etc.), veteran and military transition centers, and other organizations, to increase DLA's ability to attract a diversified candidate pool.
- 2. Develop and disseminate guidance on the use of hiring flexibilities to selecting officials.
- 3. Mandate the use of the NSPS Leadership Contributing Factor in the performance appraisal process for supervisors and managers.

See Executive Summary.

U.S. Equal Employment Opportunity Commission

#### FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

### Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities

PARTI	1. Agency	1. Department of Defense
Department or Agency	1.a. 2 Level Component	1.a. Defense Logistics Agency
Information	1.b. 3 Level or lower	1.b.

PART II	Enter Actual Number at the			End o	f FY 07.	Net Change				
Employment		Number	%	Number	%	Number	%			
Trend and	Total Work Force	20,927	100.00%	20,894	100.00%	33	-00.16%			
Special Recruitment	Reportable Disability	1,438	06.87%	1,420	06.80%	-18	-00.08%			
for Individuals	Targeted Disability*	411	01.96%	404	01.93%	-7	~00.03%			
With	* If the rate of change f barrier analysis should			bilities is not e	qual to or greate	r than the rate of cha	inge for the total workforce, a			
Targeted Disabilities	1 Total Number of Applications Received From Persons With Targeted									
	* The Agency Equal Employment Opportunity Office received 30 unsolicited applications or inquiries from outside applicants wit disabilities that were referred to the DLA's Job Announcement website. No data was available from official applications submitted on-line from individuals with reportable and targeted disabilities.									

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	1,331	68	05.11%	21	01.58%	34	02.55%	1,208	90.76%
4. Non-Competitive Promotions	820	55	06.71%	6	00.73%	17	02.07%	742	90.49%
5. Employee Career Development Programs									
5.a. Grades 5 - 12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.b. Grades 13 - 14	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.c. Grade 15/SES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employee Recognition     and Awards									
6.a. Time-Off Awards (Total hrs awarded)	45,366	3,293	07.26%	738	01.63%	1,418	03.13%	39,917	87.99%
6.b. Cash Awards (total \$\$\$ awarded)	\$19,106,590	\$1,142,969	05.98%	\$246,568	01.29%	\$433,145	02.27%	\$17,283,908	90.46%
6.c. Quality-Step Increase	504	24	04.76%	2	00.40%	9	01.79%	469	93.06%

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
Part IV  Identification and Elimination of Barriers	DLA has identified the employment of people with disabilities as a high interest area. Also, the previously identified barrier of the Agency being unable to conduct a thorough workforce analysis has been eliminated. The Agency deployed a workforce analysis tool during FY 2007.
Part V Goals for Targeted Disabilities	In order to maintain and increase individuals with targeted disabilities in the DLA workforce, Special Recruitment Plans will be promoted and continued where already in place. For example, DLA provided five recruiters to work with the Department of Labor to participate in the annual Workforce Recruitment Program for College Students with Disabilities (WRP) recruitment process as interviewers of potential candidates at various colleges and universities all over the nation, and will do so again for the next fiscal year. During FY 2007, DLA hired 44 WRP students as compared to 34 in FY 2006. Fifteer students with targeted disabilities out of 44 summer students with reportable disabilities were hired. One student with a targeted disability became a permanent hire out of three permanent hires with reportable disabilities. DLA became the second largest WRP employer in DoD next to the Army and in the federal government.
	Our employment statistics have not increased measurably despite the success of WRP. Our percentage of the work force with Targeted disabilities (1.93%) continues to decline and needs to be reversed. At this present 1.93% rate, the Agency will need to hire approximately 223 individuals with targeted disabilities in order to reach the DLA's 3% goal, which is above the Department of Defense's 2% goal for all components. In December 2005, DLA updated its Strategic Plan to achieve the participation of targeted disabilities to 3% by FY 2013.
	In cooperation with HR, the EEO staff will continue to participate in informing supervisors and managers of opportunities available and provide ongoing training of disability subjects. The EEO and HR Staff developed a "Fact Sheet for Hiring People with Severe Disabilities" to inform supervisors and managers about special hiring authorities that can be used to shorten the personnel process by hiring people with severe disabilities noncompetitively through Schedule A appointments.
	The DLA EEO Staff continues to establish training and outreach efforts on reasonable accommodation procedures. Additionally, through the use of resources such as the Computer/Electronics Accommodation Program (CAP), that is available through DOD, during FY 2007, DLA has remained an active CAP customer. There were about 31 requests filled during this reporting period. Also, through the Job Accommodation Network (JAN) which as established for guidance & resolution or accommodation issues, we determined that some software accommodation tools were not approved for use within the DLA Enterprise and were identified and resolved on a case-by-case basis.
	The Agency follows EEOC's reasonable accommodation policies and procedures. In 2007, a total of 74 DLA employees with disabilities requested accommodations for 142 assistive technology items and services, including some training and travel, from the Computer and Electronics Accommodations Program (CAP) with a cost savings of \$107,898.06 dollars for DLA in FY 2007. In FY 2006, we had a total of 62 requests for 164 assistive technology items and services with a cost savings of \$112,297.61 dollars. The EEO office continues to spearhead the awareness and communications to promote the resources and technologies available to Persons with Disabilities in providing these solutions to all employees in need.
	The Disability Program Manager actively coordinates for employees with disabilities to volunteer their recruiting assistance at job fairs for people with disabilities. The Disability Program Manage participates at disability conferences as a panel member and presenter and promotes the Nationa Disability Awareness Month with the Public Affairs Office to highlight disability education and success stories during the month of October.



#### DEFENSE LOGISTICS AGENCY HEADQUARTERS 8725 JOHN J. KINGMAN ROAD

8725 JOHN J. KINGMAN ROAD FORT BELVOIR, VIRGINIA 22060-6221

JAN 7 2008

U.S. Equal Employment Opportunity Commission Office of Federal Operations Federal Sector Programs 1801 L Street, NW Washington, DC 20507

Dear Sir/Madam:

Enclosed is the Defense Logistics Agency's Revised Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints for Fiscal Year 2007.

If you have any questions, please contact Mr. Johnny R. McAfee, Equal Employment Specialist, EEO Policy and Compliance Division, at (703) 767-1113.

Sincerely,

FAMIA JYMAGAÑA

Director of Equal Employment

Opportunity

Enclosure

Federal Recycling Program

#### ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH) AGENCY OR DEPARTMENT: Defense Logistics Agency REPORTING PERIOD: FY 2007 PART I - PRE-COMPLAINT COUNSELING E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS EEO COUNSELOR COUNSELINGS | INDIVIDUALS AMOUNT COUNSELINGS INDIVIDUALS TOTA ă.ca COMPENSATORY DAMAGES ħ ũ 0.00 204 193 A. TOTAL COMPLETED/ENDED COUNSELINGS 2. BACKPAY/FRONTPAY 0 3. LUMP SUM PAYMENT 6.00 92 1. COUNSELED WITHIN 30 DAYS 96 4. ATTORNEY FEES AND COSTS ٥ 0.00 3 û 6.00 86 89 2. COUNSELED WITHIN 31 TO 90 DAYS a. COUNSELED WITHIN WRITTEN EXTENSION P 66 16 16 PERIOD NO LONGER THAN 60 DAYS b. COUNSELED WITHIN 90 DAYS WHERE F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS 49 49 INDIVIDUAL PARTICIPATED IN ADR COUNSELINGS INDIVIDUALS C. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTINELY TOTAL 24 21 COUNSELED BEYOND 90 DAYS 19 19 I. HIRES 4. COUNSELED DUE TO REMANDS a. RETROACTIVE a Ó b. NON-RETROACTIVE a Ö ADR INTAKE OFFICER PROMOTIONS ō COUNSELINGS INDIVIDUALS a RETROACTIVE ٥ Ø. B. TOTAL COMPLETED/ENDED COUNSELINGS b. NON-RETROACTIVE a. ٥ **EXPUNGEMENTS** ٥ 0 0 1. COUNSELED WITHIN 30 DAYS REASSIGNMENTS REMOVALS RESCINDED 0 0 2. COUNSELED WITHIN 31 TO 90 DAYS a. REINSTATEMENT Ó 0 b. VOLUNTARY RESIGNATION a. COUNSELED WITHIN WRITTEN EXTENSION 0 0 ACCOMMODATIONS PERIOD NO LONGER THAN 60 DAYS 1 b. COUNSELED WITHIN 90 DAYS WHERE TRAINING 0 ٥ ٥ INDIVIDUAL PARTICIPATED IN ADR APOLOGY C. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTINELY ñ O DISCIPLINARY ACTIONS 3. COUNSELED BEYOND 90 DAYS a. RESCINDED 4. COUNSELED DUE TO REMANDS b. MODIFIED a 10. PERFORMANCE EVALUATION MUDIFIED O 11. LEAVE RESTORED 4 OUNSELINGS INDIVIDUALS 12. 13 Ò C, TOTAL COMPLETED/ENDED COUNSELINGS 204 193 G. ADR SETTLEMENTS WITH MONETARY BENEFITS 92 1. COUNSELED WITHIN 30 DAYS 96 COUNSELINGS INDIVIDUALS AMOUNT \$ 49750.00 85 89 2. COUNSELED WITHIN 31 TO 90 DAYS COMPENSATORY DAMAGES 0 0.00 2. BACKPAY/FRONTPAY a. COUNSELED WITHIN WRITTEN EXTENSION ñ 0.00 16 16 3 LUMP SUM PAYMENT PERIOD NO LONGER THAN 60 DAYS b. COUNSELED WITHIN 90 DAYS WHERE 4. ATTORNEY FEES AND COSTS \$ 5000.00 49 48 INDIVIDUAL PARTICIPATED IN ADR ٥ 0.00 C. COUNGELED WITHIN \$1-90 DAYS THAT WERE UNTIMELY 24 21 0.00 S. COUNSELED BEYOND SU DAYS 19 19 0.00 4. COUNSELED DUE TO REMANDS H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS **INDIVIDUALS** COUNSELINGS OUNSELINGS INDIVIDUALS TOTA 20 D. COUNSELING ACTIVITIES 1. HIRES 0 1 ON HAND AT THE REGINNING OF THE a RETROACTIVE 0 ð 30 30 REPORTING PERIOD b. NON-RETROACTIVE ō 0 2. INITIATED DURING THE REPORTING PERIOD 197 PROMOTIONS 207 3. COMPLETED/ENDED COUNSELINGS a. RETROACTIVE 193 204 a. SETTLEMENTS (MONETARY AND b. NON-RETROACTIVE 36 36 **EXPUNGEMENTS** NON-MONETARY) REASSIGNMENTS b. WITHDRAWALSING COMPLAINT FILED 75 72 ñ 6 c. COUNSELINGS COMPLETED/ENDED IN REMOVALS RESCINDED 3 REPORTING PERIOD THAT RESILETED a REINSTATEMENT b. VOLUNTARY RESIGNATION IN COMPLAINT FILINGS IN REPORTING 90 87 PERIOD ACCOMMODATIONS d. DECISION TO FILE COMPLAINT PENDING TRAINING 3 3 AT THE END OF THE REPORTING PERIOD APOLOGY COUNSELINGS PENDING AT THE END OF THE DISCIPLINARY ACTIONS 6 33 33 REPORTING PERIOD a. RESCINDED b. MODIFIED 10. PERFORMANCE EVALUATION MODIFIED 11. LEAVE RESTORED 12. flexiplace agreement NON-ADR SETTLEMENTS COUNSELINGS INDIVIDUALS

TOTAL

EEOC FORM 462 (REVISED MAY 2007)

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

SENCY OR DEPARTMENT: Defense Logistics Agency	REPORTING P						
RT II - FORMAL COMPLAINT ACTIVITIES	PART III - AGENCY RESOU			REPORT	NG LINE		
128 A. COMPLAINTS ON HAND AT THE BEGINNING	A. AGENCY & CONTRACT R	ESOURC	ES				
OF THE REPORTING PERIOD			AG	ENCY	CONT	RACT	1
			NUMBER	PERCENT	NUMBER	PERCENT	1
94 B. COMPLAINTS FILED	1. WORK FORCE		900000	1900000	1100000	100000	4
	a. TOTAL WORK F	೧೯೭೮	19166	77077777	200000000	00000000	1
0 C. REMANDS	D. PERMANENT E		<del></del>	100000		00000	4
		WITCOIEE	19114		2000000	VOCOCOCOCO	3
C.1. REMANDS (NOT INCLUDED IN A. OR 8.)	2. COUNSELOR	<del></del>	54	2000000	4		4
0 C.2. REMANDS (INCLUDED IN A. OR 8.)	a. FULL-TIME	····	7	12.96	4	100:00	1
	b. PART-TIME		0	0.00	0	0.00	J
222 D. TOTAL COMPLAINTS	c. COLLATERAL D	UTY	47	87.04	٥	0.00	1
			1		1		7
206 E, COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED	3. INVESTIGATOR	*************************	0	(1)	G		ş
	a. FULL-TIME	<del></del>	0	0.00	0	0.00	1
83 F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD	b. PART-TIME		٥	0.00	0	-	1
	c. COLLATERAL D	LITY	0		<del></del>	0.00	1
CONTROL MATTER INC. D. TUAT MEDE CONCOLIDATED	C. COLLATERAL D	U 1 7		0.00	0	0.00	4
16 G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED					<u> </u>	and constant	j
	4. COUNSELOR/INVESTIGATOR		13		٥		1
6 H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD	a. FULL-TIME		3	23.08	٥	0.00	J
	b. PART-TIME		Q	0.60	O.	0.68	]
133 I. COMPLAINTS ON HAND AT THE END OF THE	c. COLLATERAL D	UTY	10	76,92	0	G.00	1
REPORTING PERIOD (Line D - (sum of Lines F+H))	B. AGENCY & CONTRACT S	TAFF TR	AINING				******
91 J. INDIVIDUALS FILING COMPLAINTS		COUNS	SELORS	INVEST	GATORS	COUNSAN	h/#an
		AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	Ţ
1 K. NUMBER OF JOINT PROCESSING UNITS FROM	6 NEW ATTER TOTAL	O	O O	- G	CONTRACT		
	1. NEW STAFF - TOTAL		<u> </u>	ļ <u> </u>		0	-
CONSOLIDATION OF COMPLAINTS	a. STAFF RECEIVING REQUIRED			<u> </u>			<u> </u>
	32 OR MORE HOURS	0	0	0	0	O	
	b. STAFF RECEIVING 8 OR MORE			I			П
	HOURS, USUALLY GIVEN TO						1
	EXPERIENCED STAFF	0	0	0	- 0	0	7
	c. STAFF RECEIVING NO			<del>                                     </del>			<u> </u>
	: )	O					<u> </u>
	TRAINING AT ALL		0	0	0	0	0
	2. EXPERIENCED STAFF - TOTAL	54	4	Q	0	- 3	Ç
	a. STAFF RECEIVING REQUIRED						
	8 OR MORE HOURS	2.4	3	U	0	U	0
	b. STAFF RECEIVING 32 OR						
	MORE HOURS, GENERALLY						
	GIVEN TO NEW STAFF	18		0	0	9	<u> </u>
				, , ,	Ü	3	٥
	c. STAFF RECEIVING NO						_
	TRAINING AT ALL	12	0	0	٥	4	Û
	C. REPORTING LINE						
	1. DOES THE EEO DIF	RECTOR RE	PORT			YÉS	NO
	TO THE AGENCY H	EAD?					,
							***************************************
	2. IF NO, WHO DOES	THE EEO O	RECTOR P	EPORT TO?			
	Major General	Arthur E	3. Morri	II, III US	AF		
	1						
	TITLE: Vice Director, D	efense	Logisti	cs Ager	тсу		
					*		
	<ol><li>WHO IS RESPONSE</li></ol>					E EEO	
	PROGRAM IN YOUR	R DEPARTM	IENTIAGEN	CY/ORGANI	PATION?		
	PERSON: Famia J. Magar	10					
	i unita u iviayat	łęż.					
	Director, Equal	Employ	ment C	)pportiu	nitv		
	and the second s	, <sub>y</sub>		- 1-1			
	4 WHO DOES THAT P	ERSON RF	PORT TO?			-	
	3				A ***		
	PERSON: Major General A	amur B	. worrill	i, iii US/	41		
	TITLE: Vice Director, D	afonce	Logistic	. A	σν.		
	TITLE: Vice Director, De	5161126	Logistic	s wgen	Сy		
	1						
	1						
	1						
	1						
	1						
	1						

### STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS **ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY**

CONFILMINANTS TOTAL BY ISSUE d CMELAINE HY ISSUE FOTAL 0 BY ISSUE BASES TOTAL Ţ ೩ 39 REPORTING PERIOD: FY O  $\sim$ PHYSICAL R 8 0 ហ DISABILETY MENTAL 0 0 0 0 30,4 9 ထ 0 0 43 0 FRAMES A. 0 PAY ACT FOUAL (Reporting Period Begins October 1st and ends september 30TH) MAL.P 000 Part IV - Bases and Issues alleged in Complaints filed BASES OF ALLEGED DISCRIMINATION STREAM NATIONAL ORIGIN 0 0 ۵ 0 o 0 HKPAKK 0 ٥ FEMINIE 0 0 28330 0 SEX MACE 0 2 О o REFRISAL 0 30 48 0 ~ 0 KELKSKUN 00 0 0 COLON 9 Q 0 တ WHITE Defense Logistics Agency MAACK o 😂 ٥ 2 8 8 0 KACE PACHIK A344.V AS.A.38.A3 000 0 0 AGENCY OR DEPARTMENT: TOTAL COMPLAIMANTS BY BASES FEOC FORM 462 (REVISED MAY 2007) OTAL COMPLAINTS FILED BY RASES TERMSCONDITIONS OF EMPLOYMENT DISCRIMINATION to find out from dsor Keasonabie accentantation ISSUES OF WOMOTON HONES SEE BY THE CONVERSION FURGILL SEE EVALUATION/APPRAISAL OTAL ISSUES BY BASES MENCAL PRABING STORY SSICHOMENT OF ENTIRE THE AND ATTENDANCE PASCEPLINARY ACTION FRANKWATERCTEST NON-MEXICAL DATABRE 498K. REPROMAND SUSPERSION DEMOTROR DRECTED REMOVAL APPEAR! REMESTATIONS REASSERVABRAT DENSED Printed on 1/3/2008

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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2007

### PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

73 1. TITLE VII

29 2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)

29 3. REHABILITATION ACT

0 4. EQUAL PAY ACT (EPA)

### B. TOTAL BY STATUTES

131 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

(A)TAZTASTA4)	EC DV 04	TEAA	N/	
PART VI - SUMMARY OF CLOSUR	ES BY CA	RIEGUK	(Υ	
		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A TOTAL NUMBER OF CLOSUPER	/1	89	31447	353.34
A. TOTAL NUMBER OF CLOSURES	(1+2+3)	4	1181	295.25
1. WITHDRAWALS		4	1181	295.25
a. NON-ADR WITHDRAWALS		0	0	0.00
b. ADR WITHDRAWALS				
2. SETTLEMENTS		34	5484	161.29
a. NON-ADR SETTLEMENTS		13	3189	245.31
b. ADR SETTLEMENTS		21	2295	109.29
3. FINAL AGENCY DECISIONS	(B+C)	51	24782	485.92
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	36	11384	
1. FINDING DISCRIMINATION		1	395	395.00
2. FINDING NO DISCRIMINATION		16	8585	536.56
3. DISMISSAL OF COMPLAINTS		19	2404	126.53
C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	15	13398	
1. AJ DECISION FULLY IMPLEMENTED	(a+b)	15	13398	
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		15	13398	893.20
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED	(a+b+c)	0	0	
(a) FINDING DISCRIMINATION	(i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY		0	٥	0.00
II. AGENCY APPEALED REMEDY BUT NOT FINDING		0	0	0.00
III. AGENCY APPEALED BOTH FINDING AND REMEDY		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	0.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
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EEOC FORM 462 (REVISED MAY 2007)

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### ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

### STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS  AGENCY OR DEPARTMENT: Defense Logistics Agency  PART VI - SUMMARY OF CLOSURES BY CAT  D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	· · · · · · · · · · · · · · · · · · ·	······································	
		3 PERIOD: FY	2007
	EGORY (C	Continued)	
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	TOTAL	TOTAL	AVERAGE
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	NUMBER	DAYS	DAYS
	17	5140	302.35
COMPLAINANT REQUESTED IMMEDIATE FAD     (1a+1b)	9	2819	313.22
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	7 0	0	0.00
blagency issued fad more than 60 days beyond receipt of fad request	9	2819	313.22
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	8	2321	290.13
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	8	2321	290.13
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	Ö	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	Ö	0	0.00
PART VIL - SUMMARY OF COMPLAINTS CLOSED WITH B	ENEFITS	<u> </u>	1
DURING FORMAL COMPLAINT STAGE			
	<u></u>		AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS		35	
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT		7	\$ 77265.44
1. BACK PAY/FRONT PAY		1	\$ 7000.00
2. LUMP SUM PAYMENT		6	\$ 70265.44
3. COMPENSATORY DAMAGES		0	\$ 0.00
C. CLOSURES WITH ATTORNEY FEES AND COSTS		4	\$ 20500.00
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)		11	
		l ti	15 G77GE AA
E OLOGIOEG WITH MONTAGONETADO DENEELTO			\$ 97765.44
E. CLOSURES WITH NON-MONETARY BENEFITS		26	
E. CLOSURES WITH NON-MONETARY BENEFITS F. TYPES OF BENEFITS		26 Number of Closures	NEARSER OF OLOSURES WITH
F. TYPES OF BENEFITS		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF OLDSURES WITH NON-MONETARY SENSETS
F. TYPES OF BENEFITS  1. HIRES		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS  O	NUMBER OF OLDSLIRES WITH NOR-MONETARY BENEFITS O
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS 0 0	NEAMBER OF CLOSURES WITH MOIN-MOINETARY BENSYITS O
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS O O O	NUMBER OF CLOSURES WITH MOREMONETARY BENEFITS O C
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS 0 0 0 0	NUMBER OF CLOSURES WITH MON-MONETARY BENEFITS  O  O  O  5
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS  0 0 0 0 0	NUMBER OF OLDSURES WITH MON-MONETARY BEHISTITS  O  O  O  5  1
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS O O O O O	NAMBER OF OLDSURES WETH NON-MONETARY BENEFITS  O  O  5  1 4
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS O O O O 1	NEAMBER OF CLOSURES WITH MORMONETARY BENEFITS  0 0 0 5 1 4 2
F. TYPES OF BENEFITS  1. HIRES 2. RETROACTIVE 5. NON-RETROACTIVE 2. PROMOTIONS 2. RETROACTIVE 5. NON-RETROACTIVE 3. EXPUNGEMENTS 4. REASSIGNMENTS		26 NUMBER OF CLOSURES WATH MIGNETARY BENEFITS  0 0 0 0 0 1 0	NUMBER OF OLDSURES WATH MON-MONETARY SENISTS  O  O  5  1 4  2  5
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED		26 NUMBER OF CLOSURES WATH MONETARY BENEFITS  0 0 0 0 0 1 0 0 0	NUMBER OF CLOSURES WATH MON-MONETARY BENEFITS  0 0 0 5 1 4 2 5 2
F. TYPES OF BENEFITS  1. HIRES  2. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED  a. REINSTATEMENT		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS 0 0 0 0 1 0 0 1 0 0	NEAMBER OF GLOSURES WITH MON-MONETARY BENEFITS  0 0 0 5 1 4 2 5 2 0
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED  a. REINSTATEMENT  b. VOLUNTARY RESIGNATION		26 NUMBER OF CLOSURES WATH MONETARY BENEFITS O O O O O O O O O O O O O O O O O O O	NUMBER OF CLOSURES WETH MON-MONETARY BENGFITS  0 0 0 5 1 4 2 5 2 0 2
F. TYPES OF BENEFITS  1. HIRES 2. RETROACTIVE 2. PROMOTIONS 3. RETROACTIVE 4. NON-RETROACTIVE 3. EXPUNGEMENTS 4. REASSIGNMENTS 5. REMOVALS RESCINDED 6. ACCOMMODATIONS 6. ACCOMMODATIONS		26 NUMBER OF CLOSURES WATH MONETARY BENEFITS  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	NLAMBER OF CLOSURES WETH MON-MONETARY SENSETS  O  O  5  1  4  2  5  2  0  2  2
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED  a. REINSTATEMENT  b. VOLUNTARY RESIGNATION  6. ACCOMMODATIONS  7. TRAINING		26 NUMBER OF CLOSURES WATH MIGNETARY BENEFITS  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	NEARBER OF CLOSURES WATH MON-MONETARY SENSITS  O O O 5 1 4 2 5 2 0 2 2 3
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED  a. REINSTATEMENT  b. VOLUNTARY RESIGNATION  6. ACCOMMODATIONS  7. TRAINING  8. APOLOGY		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	NUMBER OF CLOSURES WITH MON-MONETARY BENESITS  0 0 0 5 1 4 2 5 2 0 2 2 3 2
F. TYPES OF BENEFITS  1. HIRES  2. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED  a. REINSTATEMENT  b. VOLUNTARY RESIGNATION  6. ACCOMMODATIONS  7. TRAINING  8. APOLOGY  9. DISCIPLINARY ACTIONS		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	NUMBER OF CLOSURES WETH MON-MONETARY SENSFITS  0 0 0 5 1 4 2 5 2 0 2 2 3 2 3 2
F. TYPES OF BENEFITS  1. HIRES  2. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED  a. REINSTATEMENT  b. VOLUNTARY RESIGNATION  6. ACCOMMODATIONS  7. TRAINING  8. APOLOGY  9. DISCIPLINARY ACTIONS  a. RESCINDED		26 NUMBER OF CLOSURES WATH MONETARY BENEFITS 0 0 0 0 0 0 0 0 0 0 0 0 0 2 1	NUMBER OF CLOSURES WETH MON-MONETARY SENSFITS  0 0 0 5 1 4 2 5 2 0 2 2 3 2 3 1
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED  a. REINSTATEMENT  b. VOLUNTARY RESIGNATION  6. ACCOMMODATIONS  7. TRAINING  8. APOLOGY  9. DISCIPLINARY ACTIONS  a. RESCINDED  b. MODIFIED		26 NUMBER OF CLOSURES WATH MONETARY BENEFITS  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	NUMBER OF CLOSURES WATH MON-MONETARY SENSITS  0 0 0 5 1 4 2 5 2 0 2 2 3 2 3 1 2
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED  a. REINSTATEMENT  b. VOLUNTARY RESIGNATION  6. ACCOMMODATIONS  7. TRAINING  8. APOLOGY  9. DISCIPLINARY ACTIONS  a. RESCINDED  b. MODIFIED  10. PERFORMANCE EVALUATION MODIFIED		26 NUMBER OF CLOSURES WATH MIGNETARY BENEFITS  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 1 1 0 0 0 1 1 0	NEAMBER OF CLOSURES WATH NON-MONETARY BENESITS  0 0 0 5 1 4 2 5 2 0 2 2 3 2 3 1 2 2
F. TYPES OF BENEFITS  1. HIRES  a. RETROACTIVE  b. NON-RETROACTIVE  2. PROMOTIONS  a. RETROACTIVE  b. NON-RETROACTIVE  3. EXPUNGEMENTS  4. REASSIGNMENTS  5. REMOVALS RESCINDED  a. REINSTATEMENT  b. VOLUNTARY RESIGNATION  6. ACCOMMODATIONS  7. TRAINING  8. APOLOGY  9. DISCIPLINARY ACTIONS  a. RESCINDED  b. MODIFIED  10. PERFORMANCE EVALUATION MODIFIED  11. LEAVE RESTORED		26 NUMBER OF CLOSURES WITH MONETARY BENEFITS  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 2 1 1 2 2 2	NEAMBER OF CLOSURES WITH NON-MONETARY BENESITS  0 0 0 5 1 4 2 5 2 0 2 2 3 1 2 3 1 2
F. TYPES OF BENEFITS  1. HIRES  2. RETROACTIVE  2. PROMOTIONS  3. RETROACTIVE  4. NON-RETROACTIVE  5. NON-RETROACTIVE  5. REMOVALS RESCINDED  6. REINSTATEMENT  7. TRAINING  8. APOLOGY  9. DISCIPLINARY ACTIONS  a. RESCINDED		26 NUMBER OF CLOSURES WATH MIGNETARY BENEFITS  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 1 1 0 0 0 1 1 0	NEAMBER OF CLOSURES WATH NON-MONETARY BENESITS  0 0 0 5 1 4 2 5 2 0 2 2 3 2 3 1 2 2

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY

2007

### PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	NUMBER PENDING	NUMBER OF DAYS	AVÉRAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
(1+2+3+4)	130	58217		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	1	3	3.00	3
2. COMPLAINTS PENDING IN INVESTIGATION	40	6061	151.53	451
3. COMPLAINTS PENDING IN HEARINGS	56	31687	565.84	2525
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	33	20466	620.18	2153

### PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)	65	16289	250.60
6 INDEPOS PRODUCTION OF THE PROPERTY OF THE PR				
INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)	65	16289	250.60
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		14	1941	138.64
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		43	10975	255.23
TIMELY COMPLETED INVESTIGATIONS		7	1817	259.57
UNTIMELY COMPLETED INVESTIGATIONS		36	9158	254.39
c . INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		8	3373	421.63
2. AGENCY INVESTIGATION COSTS		\$ 538316.72		8281.80
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		O	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		٥	0	0.00
TIMELY COMPLETED INVESTIGATIONS		0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS		0	Ö	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		0	o I	0.00
4. CONTRACTOR INVESTIGATION COSTS		\$ 0.00		0.00

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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2007

### PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL	PHASE	(PRE-COMPL	AINT)

	INFORMAL PHASE (PR	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAY
ADRPE	NDING FROM PREMIOUS REPORTING REGIOD				
. ADR AC	TIONS IN COMPLETED/ENDED COUNSELINGS				
1.	ADR OFFERED BY AGENCY	143	135		
2.	REJECTED BY COUNSELEE	62	56		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	2	2		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	79	78		
ADR RES	OURCES USED IN COMPLETED/ENDED COUNSELINGS	61	60		
1.	INHOUSE	60	60		
2.	ANOTHER FEDERAL AGENCY	1	1		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
	OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.		0	0		
7.		0	0		
ADR TEC	HNIQUES USED IN COMPLETED/ENDED COUNSELINGS	61	60	2488	40.79
1.	MEDIATION	50	50	2156	43.12
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4	FACTFINDING	2	2	28	14.00
5.	FACILITATION	9	9	304	33.78
6	OMBUDSMAN	0	0	0	0.00
7.	PEER REVIEW	0	0	0	0.00
8.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.		0	0	0	0.00
10.		0	0	0	0.00
11.		0	0	0	0.00
STATUS	OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	79	79	3567	45.15
	a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	34	34	1282	37.71
	b. NO FORMAL COMPLAINT FILED	4	4	339	84.75
	c. NO RESOLUTION	21	21	1453	69.19
	d. NO ADR ATTEMPT	13	13	330	25.38
	c. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	7	7	163	23.29
	OPEN DAVENTIRES ASSEPTIONS:				

EEOC FORM 462 (REVISED MAY 2007)

(REPORTING PERIOD SEGINS OCTOSER 15T AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Defense Logistics Agency

REPORTING PERIOD: FY 2007

### PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

### FORMAL PHASE

×9000000		Managa Aprito	AMERICA NECESTRA	7.110	141/201020444
W. 100 Processor	DAUGPACH PREVIOUS REPORTAGE PERIOS	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
	IONS IN COMPLAINT CLOSURES				
t	ADR OFFERED BY AGENCY	29	29	•	
2	REJECTED BY COMPLAINANT	0	1 0	-	
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	Ť		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	29	29		
C. ADR RES	OURCES USED IN COMPLAINT CLOSURES	24	24		
1	INHOUSE	24	24		
2.	ANOTHER FEDERAL AGENCY	Ü	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS,				
1	BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS	0	0		
1 .	OR COLLEGE/UNIVERSITY PERSONNEL)	ļ	· <del> </del>		
4. 5.	MULTIPLE RESOURCES USED (Please specify in a comment box) FEDERAL EXECUTIVE BOARD	<u> </u>	0	-	
6.	LEDERAT EVECULIAE BOWER	0	0		
7.		<del></del>	1 0		
	HNIQUES USED IN COMPLAINT CLOSURES	24	24	497	20.71
1,	MEDIATION	23	23	474	20.61
2.	SETTLEMENT CONFERENCES	0	0	12	0.00
3.	EARLY NEUTRAL EVALUATIONS	0.	† <u>ŏ</u>	Ö	0.00
4.	FACTFINDING	Ö	0	0	0.00
5.	FACILITATION	1	1	11	11.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	٥	Q	0.00
8.	PEER REVIEW	0	0	Û	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.		0	0	0	0.00
11.		0	0	0	0.00
12.		0	. 0	0	0,00
-	OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	29	29	733	25.28
	SETTLEMENTS WITH BENEFITS (MCREARY and Non-money);     WITHDRAWAL FROM EEO PROCESS	21	21	540	25.71
	c. NO RESOLUTION	0	<u> 0</u>	0	0.00
1	d. NO ADR ATTEMPT	6 2	6 2	128 65	21.33 32.50
SSS 22.000	CHEN MICHEUM - ACH PERCHAS				34.30
F. BENEFITS	RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTAL)	5	5	s 49361.44	
	a. COMPENSATORY DAMAGES	. 0	. 0	\$ 0.00	
	b. BACKPAY/FRONTPAY	0	0	\$ 0,00	
<u></u>	c. LUMP SUM	4	4	s 43861.44	
	d. ATTORNEY FEES AND COSTS	2	2	s 5500,00	
	<u>e.</u>			s 0.00	
	[].				
2.			00	\$ 0.00	
	IG.	0	0	s 0.00 s 0.00	
<u> </u>	NON-MONETARY (INSERT TOTAL)	19	0 19	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL) a. HIRES	0 19 0	0 19 0	that make the same to be a second or a second or a second or a	
£.	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE	0 19 0 0	0 19 0 0	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE	0 19 0 0	0 19 0 0	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE	0 19 0 0 0 0 2	0 19 0 0 0 0	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  j. PROMOTIONS	0 19 0 0 0 0 2	0 19 0 0	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  b. PROMOTIONS  i. RETROACTIVE	0 19 0 0 0 0 2	0 19 0 0 0 2 1	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  b. PROMOTIONS  i. RETROACTIVE  ii. NON-RETROACTIVE  ii. NON-RETROACTIVE	0 19 0 0 0 2 1	0 19 0 0 0 2	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  b. PROMOTIONS  ii. RETROACTIVE  di. NON-RETROACTIVE  c. EXPUNGEMENTS	0 19 0 0 0 2 1 1 1	0 19 0 0 0 2 1 1	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  4. HIRES  5. RETROACTIVE  6. NON-RETROACTIVE  6. NON-RETROACTIVE  6. NON-RETROACTIVE  6. EXPUNGEMENTS  6. REASSIGNMENTS  6. REMOVALS RESCINDED  1. REINSTATEMENT	0 19 0 0 0 2 1 1 1 2 5	0 19 0 0 0 2 1 1 1 2 5	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  ji. NON-RETROACTIVE  iii. NON-RETROACTIVE  iii. NON-RETROACTIVE  iii. NON-RETROACTIVE  iii. REMOVALS RESCINDED  iii. REMOVALS RESCINDED  iii. REINSTATEMENT  iii. VOLUNTARY RESIGNATION	0 19 0 0 0 2 2 1 1 2 5 3	0 19 0 0 0 2 1 1 2 5	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  b. PROMOTIONS  L. RETROACTIVE  ii. NON-RETROACTIVE  c. EXPUNGEMENTS  d. REASSIGNMENTS  s. REMOVALS RESCINDEO  L. REINSTATEMENT  ii. VOLUNTARY RESIGNATION  f. ACCOMMODATIONS	0 19 0 0 0 2 1 1 2 5 3	0 19 0 0 0 2 1 1 2 5 3	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  j. NON-RETROACTIVE  d. NON-RETROACTIVE  c. EXPUNGEMENTS  d. REASSIGNMENTS  e. REMOVALS RESCINDED  l. REINSTATEMENT  f. VOLUNTARY RESIGNATION  f. ACCOMMODATIONS  g. TRAINING	0 19 0 0 0 2 1 1 1 2 5 3 0 3	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  D. PROMOTIONS  I. RETROACTIVE  d. NON-RETROACTIVE  d. NON-RETROACTIVE  G. EXPUNGEMENTS  G. REASSIGNMENTS  REMOVALS RESCINDED  I. REINSTATEMENT  ii. VOLUNTARY RESIGNATION  f. ACCOMMODATIONS  g. TRAINING  n. APOLOGY	0 19 0 0 0 2 1 1 1 2 5 3 0 3	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2 4	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  b. PROMOTIONS  i. RETROACTIVE  d. NON-RETROACTIVE  c. EXPUNGEMENTS  d. REASSIGNMENTS  s. REMOVALS RESCINDED  L. REINSTATEMENT  ii. VOLUNTARY RESIGNATION  f. ACCOMMODATIONS  g. TRAINING  n. APOLOGY  L. DISCIPLINARY ACTIONS	0 19 0 0 0 2 1 1 2 5 3 0 3 2 4 1 5	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2 4	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  ii. NON-RETROACTIVE  iii. NON-RETROACTIVE  iii. NON-RETROACTIVE  c. EXPUNGEMENTS  d. REASSIGNMENTS  e. REMOVALS RESCINDED  i. REINSTATEMENT  iii. VOLUNTARY RESIGNATION  f. ACCOMMODATIONS  g. TRAINING  iii. APOLOGY  ii. DISCIPLINARY ACTIONS  ii. RESCINDED	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2 4 1 5	0 19 0 0 0 0 2 1 1 1 2 5 3 0 3 2 4 1 1 5	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  b. PROMOTIONS  i. RETROACTIVE  ii. NON-RETROACTIVE  c. EXPUNGEMENTS  g. REASSIGNMENTS  b. REMOVALS RESCINDED  i. REINSTATEMENT  ii. VOLUNTARY RESIGNATION  f. ACCOMMODATIONS  g. TRAINING  ii. APOLOGY  ii. DISCIPLINARY ACTIONS  ii. RESCINDED  ii. MODIFIED	0 19 0 0 0 2 1 1 1 2 5 3 0 3 0 3 2 4 1 1 5	0 19 0 0 0 0 2 1 1 1 2 5 3 0 3 2 4 1 5	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  ii. NON-RETROACTIVE  iii. NON-RETROACTIVE  iii. NON-RETROACTIVE  iii. NON-RETROACTIVE  c. EXPUNGEMENTS  d. REASSIGNMENTS  iii. REMOVALS RESCINDED  i. REINSTATEMENT  iii. VOLUNTARY RESIGNATION  f. ACCOMMODATIONS  g. TRAINING  iii. APOLOGY  ii. DISCIPLINARY ACTIONS  ii. RESCINDED  iii. MODIFIED  j. PERFORMANCE EVALUATION MODIFIED	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2 4 1 5 3	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2 4 1 5 5	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  j. PROMOTIONS  ii. RETROACTIVE  di. NON-RETROACTIVE  di. NOLUTARY RESIGNATION  di. ACCOMMODATIONS  di. TRAINING  di. APOLOGY  di. DISCIPLINARY ACTIONS  di. RESCINDED  di. MODIFIED  di. MODIFIED  di. PERFORMANCE EVALUATION MODIFIED  ki. LEAVE RESTORED	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2 4 1 5 5	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2 4 1 1 5 3 2	that make the same to be a second or a second or a second or a	
	NON-MONETARY (INSERT TOTAL)  a. HIRES  i. RETROACTIVE  ii. NON-RETROACTIVE  ii. NON-RETROACTIVE  iii. NON-RETROACTIVE  iii. NON-RETROACTIVE  iii. NON-RETROACTIVE  c. EXPUNGEMENTS  d. REASSIGNMENTS  iii. REMOVALS RESCINDED  i. REINSTATEMENT  iii. VOLUNTARY RESIGNATION  f. ACCOMMODATIONS  g. TRAINING  iii. APOLOGY  ii. DISCIPLINARY ACTIONS  ii. RESCINDED  iii. MODIFIED  j. PERFORMANCE EVALUATION MODIFIED	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2 4 1 5 3	0 19 0 0 0 2 1 1 1 2 5 3 0 3 2 4 1 5 5	that make the same to be a second or a second or a second or a	

EEGC FORM 482 (REVISED MAY 2007)

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

GENCY OR DEPARTMENT: Defense Logistics Agency		
PART XII - SUMMARY OF AD	R PROGRAM ACTIVI	TIES
EEO ADR TRAINING A	ND RESOURCES	
BASIC ADR ORIENTATION TRAINING	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORGE TRAINED
1. MANAGERS	1926	1652
2. EMPLOYEES	17240	12389
. EMPLOYEES THAT CAN PARTICIPATE IN ADR	19166	
RESOURCES AVAILABLE FOR ADR  1. IN-HOUSE FULL TIME	28 4	
2. IN-HOUSE PART TIME 3. IN-HOUSE COLLATERAL DUTY 4. CONTRACT	0 24 0	
	AMOUNT	
ADR FUNDING SPENT	s 21104.20	

### **CERTIFICATION AND CONTACT INFORMATION**

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, are accurate and complete.

	TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: FAITH IN IVINGUATION, EEC	)
-	SIGNATURE OF CERTIFYING OFFICIAL:	acaña
		//
1	TYPED NAME AND TITLE OF PREPARER: Johnny R McAfee, EEO Specialist	V

SIGNATURE OF PREPARER

DATE: 1/3/2008

TELEPHONE NUMBER: 703-767-1113

E-MAIL: johnny.mcafee@dla.mil

This report is due to the following address on or before October 31st:

U.S. Equal Employment Opportunity Commission Office of Federal Operations Federal Sector Programs 1801 L Street, NW Washington, DC 20507

### Appendix A - Comments

### Part 1

DLA - I.D.1 Counselings - We acknowledge that data discrepancies exist with regard to Part I.D.3.d and Part X.E.1.E of this report. However, we are unable to make corrections due to the absence of the Field Activities point of contacts in Richmond, VA and (holiday leave/emergency leave). These individuals will not return to work until on or about January 7, 2008. We can make the necessary corrections at that time.

DSCP - I.F Counselings - Individual was moved to new workstation outside of supv. office. Same organization,

### Part 2

DRMS - II.A - Value is different due to complaint at MSPB closing and agency not notified. Complaint was Robert Barnes, JH-06-002/DLAB-06-0667 DLA - II.A - One field activity miscounted its complaints for 2006. One field activity complaint being processed by MSPB was closed, and the activity was not notified.

DDC - II.A - Error in 2006 count (78) should have been 70

### Part 3

DLA - III.A.1.a Agency Number - DLA utilizes the Civilian Personnel Management Service (CPMS) Office of Complaints Investigations (OCI) for formal investigation of complaints.

DSCP - III.A.1.a Agency Number - All DSCP investitations are conducted thru IRD.

DDC - III.A.1.a Agency Number - The Defense Distribution Center utilizes the Department of Defense, Civilian Personnel Management Service, investigations and Resolutions Division for investigation of its discrimination complaints.

DRMS - III.B.1 Inv/Agency - DRMS uses CPMS IRD to investigate their EEO Complaints.

DSCC - III.B.1 Coun/Agency - 4 Individuals are scheduled to attend training in November, 2007.

DO-S - III.B.1.c Inv/Agency - DLA uses investigators from IRD (OCI)

### Part 6

DO-S - VI:B Number - Both complaint took more time to render a Final Agency Decision.

DSCP - VI.B. Number - Two of the four FAD's were from FY-02 and FY-04. The age of these complaints is what increased the average # of days.

DSCC - VI.B. Number - One of the cases was remanded back to the agency.

### Part 7

DSCP - VII.F.1 Monetary - The # 3 should be added to the column titled, "Number w/o monetary awards". DLAP-07-0502 will have all paperwork concerning her temination removed from her OPF. DLAP-07-0440 will receive an oral midyear performance assessment. And DLAP-06-0131 will be transferred to Aviation Detachment.

### Part 8

DRMS - VIII.A Number Pending - DLA is in charge of written FADs.

DLIS - VIII.A Number Pending - DLA is in charge of written FADs.

DLA - VIII.A Number Pending - DLA, EEO Policy/Compliance Division is responsible for writing the final Agency decisions (FAD). The division was understaffed by not having a full-time FAD writer for most of FY2007.

### Part 9

DDC - IX.A Total - The Defense Distribution Center utilizes the Department of Defense, Civilian Personnel Management Service, Investigations and Resolutions Division for investigation of its discrimination complaints.

DSCR - IX.A Total - Defense Supply Center Richmond (DSCR) utilizes OCI services to accomplish our investigations.

### Part 10

DLA - X.C.1 Individuals - Manual calculation of Part X.C.1 (individuals) for all of the DLA sub-elements resulted in a total of 42, not 58.

DRMS - X.E.1 Counselings - No complaints elected to use ADR.

### Part 11

DSCP - XI.F.1 Complaints - "Other" block needs to reflect in XI.F.1.e: 1 Complaint, 1 Complainant, = \$800.00 for reimbursement of training.

DSCP - XI.F.1 Complaints - Please disregard comment regarding "Other" block of adding \$800.00. This was corrected and added into Lump Sum block.

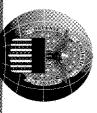
### Part 12

DLIS - XII.A.1 Total Workforce - No formal ADR

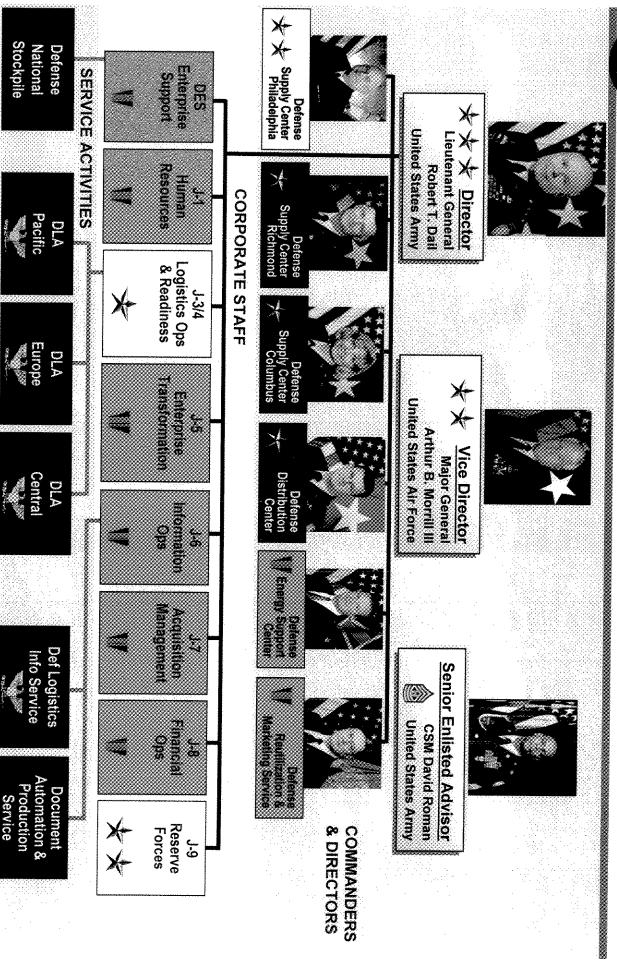
DRMS - XII.C in house staff resources - Number is correct.

DLA - XII.C In house staff resources - ADR function is centralized in one DLA office that is contacted on an as-need basis in the event a mediation, etc. is being arranged.

### Part 8



### Defense Logistics Agency



### Part 9



### DEFENSE LOGISTICS AGENCY HEADQUARTERS 8725 JOHN J. KINGMAN ROAD, SUITE 2533 FORT BELVOIR, VIRGINIA 22060-6221

REFER TO DO

JAN 2 2 2007

### MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement - Equal Employment Opportunity

I am personally committed to the principles of Equal Employment Opportunity (EEO) and to taking measures to incorporate these principles into the four major DLA areas of focus: warfighter support, stewardship, growth and development, and leadership. I also expect all DLA senior executives, managers, supervisors, and employees to be fully committed to EEO and to maintain a workplace free from unlawful discrimination and harassment. Our continued viability in a post-BRAC environment depends on integrating EEO principles in all of our employment plans, policies, procedures, and operational practices.

DLA strives to recruit, hire, and promote individuals without regard to race, religion, color, national origin, sex, sexual orientation, age, or physical/mental disability. All selection decisions shall be based on an individual's qualifications and criteria for the job being filled. All personnel actions will be taken without discrimination, prejudice, or bias.

DLA employees have the right to file complaints of employment discrimination. Employees who exercise their rights under Title VII of the Civil Rights Act of 1964, as amended, and other related statutes will not be subjected to reprisal or retaliatory actions. Complaints of discrimination will be addressed fairly and expeditiously. Managers will be engaged toward effectively resolving any issues or concerns raised in the EEO complaint administrative process at the lowest level possible.

The responsibility for an effective EEO Program resides with all DLA employees. I expect all DLA supervisors and managers to foster a work environment where opportunities are provided to our employees, enabling each to reach their full potential so that they are able to contribute their best efforts to the DLA mission. DLA employees shall be offered training and development to enhance their competencies and recognized for their mission related accomplishments.

I have no doubt that the daily exercise of equality of opportunity, mutual respect, and appreciation of our workforce diversity in every aspect of what we do can positively impact DLA's future growth and prosperity.

ROBERT T. DAIL Lieutenant General, USA Director





### DEFENSE LOGISTICS AGENCY HEADQUARTERS 8725 JOHN J. KINGMAN ROAD, SUITE 2533 FORT BELVOIR, VIRGINIA 22060-6221

IN REPLY DO

JAN 2 2 2007

### MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement - Prevention of Sexual Harassment

DLA has a zero tolerance policy for sexual harassment. Sexual harassment, a form of sex discrimination, is against the law. It is demoralizing to anyone subjected to it and interferes with mission accomplishment. DLA's leadership will quickly investigate sexual harassment allegations.

Supervisors are expected to discuss DLA's policy regarding sexual harassment with all their employees to include assuring them that they are not to endure insulting, degrading, or exploitive sexual treatment. Sexual harassment is defined by the U.S. Equal Employment Opportunity Commission (EEOC) as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct when submission to such conduct is made, explicitly or implicitly, a term or condition of a person's employment; submitting to or rejecting such conduct is used as a basis for employment decisions affecting the person; or has the purpose or effect of interfering with a person's work performance or creating an intimidating, hostile, or offensive work environment.

Any DLA employee or applicant for employment who believes he or she is a victim of sexual harassment should report the allegation(s) as soon as possible to an appropriate management official or any staff member of the Equal Employment Opportunity (EEO) office.

In order to effectively provide the warfighter optimal support, every DLA employee must ensure their workplace environment is free of sexual harassment. Mutual respect and dignity is our standard and I expect nothing less from every member of the DLA team.

ROBERT T. DAIL

Lieutenant General, USA

Director



### DEFENSE LOGISTICS AGENCY HEADQUARTERS 8725 JOHN J. KINGMAN ROAD

8725 JOHN J. KINGMAN ROAD FORT BELVOIR, VIRGINIA 22060-6221

JUL 0 6 2007

### MEMORANDUM FOR DEFENSE LOGISTICS AGENCY EMPLOYEES

SUBJECT: Equal Employment Opportunity (EEO) for Civilians in Deployed Areas

My commitment to providing all Defense Logistics Agency (DLA) employees with a workplace free of discrimination and harassment extends to DLA employees assigned to deployed areas away from their assigned primary duty station. Supporting our country's troops in an environment free from discrimination and harassment should be the focus for all employees.

DLA employees who are deployed have the ability to exercise their rights under Title VII of the Civil Rights Act of 1964, as amended, in the same manner as non-deployed employees. Complaints of discrimination will be addressed fairly and expeditiously. Managers will be engaged in effectively resolving any issues or concerns raised in the administrative EEO complaint process at the lowest level possible.

The responsibility for an effective EEO Program and ideal workplace rests with all DLA employees regardless of their duty station. Everyone is expected to respect each other as individual employees supporting the Agency mission. We also must ensure that the work environment fosters achievement and promotes employee development. To do otherwise, would jeopardize the Agency's ability to successfully support the warfighter.

I have confidence that all employees whether stateside, overseas or deployed will strive to guarantee a cohesive and professional workplace that is free from discrimination and harassment.

ROBERT T. DAIL

Lieutenant General, USA

Director

### Part 10

### **Appendix**

### Copies of the following Data Tables are appended to this report.

- TABLE A1: DLA Total Workforce Distribution by Race/Ethnicity and Sex.
- TABLE A2: Total Workforce by Component Workforce by Race/Ethnicity and Sex FY 2007.
- TABLE A3: Occupational Categories Distribution by Race/Ethnicity and Sex.
- TABLE A4: Participation Rates across General Schedule (GS) Grades by Race/Ethnicity/Sex.
- TABLE A5: Participation Rates across Wage (WG) Grades by Race/Ethnicity and Sex.
- TABLE A6: Participation Rates for Major Occupations Distribution by Race/Ethnicity and Sex.
- TABLE A7: Applicants and Hires for Major Occupations Permanent Workforce by Race/Ethnicity.
- TABLE A8: New Hires Distribution by Race/Ethnicity and Sex.
- TABLE A11: Internal Selections for Senior Level Positions (GS 13/14, 15, and SES) Permanent Workforce –Distribution by Race/Ethnicity and Sex FY 2007.
- TABLE A13: Employee Recognition and Awards Distribution by Race/Ethnicity and Sex.
- TABLE A14: Separations by Type of Separation Distribution by Race/Ethnicity and Sex.
- TABLE B1: Total Workforce Distribution by Disability (OPM Form 256 Self-ID Codes).
- TABLE B2: Total Workforce by Component Workforce by Disability FY 2007.
- TABLE B3: Occupational Groups Distribution by Disability Permanent Employees.
- TABLE B4: Participation Rates for General Schedule (GS) Grades by Disability.
- TABLE B5: Participation Rates for Wage Grades (WG) by Disability.
- TABLE B6: Participation Rates for Major Occupations Distribution by Disability.
- TABLE B7: Applicant Flow Data for Major Occupations by Disability.
- TABLE B8: New Hires Distribution by Disability.
- TABLE B11: Internal Selections for Senior Level Positions by Disability.
- TABLE B13: Employee Recognition and Awards Distribution by Disability.
- TABLE B14: Separations by Type of Separation Distribution by Disability.

### Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2007

			TOTAL														The state of the second second second second	The second second second second
		Ō	EMPLOYEES		Hispanic or	}	Non-Hist	Non-Hispanic or Latino	stino						9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9			Charles to the control of the factor
					Latino	0	¥	hite	Black or African American	African	Asian		Native Hawailan or Other Pacific Islander	wailan or Pacífic Ider	American Indian or Alaska Native	Indian Native	Two or more/Other	Two or more/Other races
	100000000000000000000000000000000000	₹	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL		* * * * * * * * * * * * * * * * * * *		4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	with wind the manufacture of the contraction of the							# #	Appropriate the second section of	A late Value of the state of the late of the state of the				Name of the State
FY 2006	*	20,927	12,220	8,707	651	319	8,736	5,539	2,324	2,521	329	214	40	20	<b>13.</b>	92	S.	2
	%	100.01%	58.40%	41.61%	03.11%	01.52%	41.75%	26.47%	11.11%	12.05%	01.57%	01.02%	00.19%	00.10%	00.63%	00.44%	00.04%	00.01%
FY 2007	*	20,894	12,165	8,729	648	329	8,633	5,491	2,359	2,539	336	733	47	26	125	95		91
	%	%66.66	58.22%	41.77%	03.10%	01.57%	41.32%	26.28%	11.29%	12.15%	01.61%	01.12%	00.22%	00.12%	%09'00	00.45%	%80.00	00.08%
RCLF (2000)	8	100.02%	56.42%	43.60%	05.26%	03.69%	41.99%	31,95%	05,61%	05.34%	02.24%	01.62%	%80.00	\$0.00	00.35%	00.28%	% <del>58</del> '00	90.67%
Difference	*	-33	-55	22	ĸ,	10	-103	-48	35	18	^	19	7	9	9-	ĸ	œ	14
Ratio Change	8	%70.05	-0.18%	0.16%	-0.01%	0.05%	-0.43%	-0.19%	0.18%	0,10%	0.04%	0.10%	%80.0	0.02%	-0.03%	% FO : 0	0.04%	0,07%
Net Change	. 8	-0.16%	-0.45%	0.25%	-0.46%	3.13%	-1.18%	-0.87%	1.51%	0.71%	2.13%	8.88%	17.50%	30.00%	-4.58%	3.26%	88.89%	700.00%
PERMANENT	与				,											And the second second second	Section of the sectio	S. December 1. Company of the Compan
FY 2006	*	20,825	12,155	8,670	649	317	8,688	5,515	2,313	2,513	329	211	39	ន	128	65	6	rsi.
	8	100.00%	58.37%	41.63%	03.12%	01.52%	41.72%	26.48%	11.11%	12.07%	01.58%	01.01%	00.19%	00.10%	00.61%	00.44%	00.04%	00.01%
FY 2007	*	20,839	12,142	8,697	647	327	8,615	5,471	2,356	2,533	in M M	230	47	56	125	S	4	<b>40</b>
	8	100.00%	58.27%	41.73%	03.10%	01.57%	41.34%	26.25%	11.31%	12.16%	01.61%	01.10%	00.23%	00.12%	%09.00	00.46%	%80'00	00.07%
Difference	*	41	e -	27	-2	0.		4	A.	20	<b>v</b> o	6	æ	Φ	e,	m	8	e.
Ratio Change	%	0.00%	-0.10%	0.10%	-0.02%	0.05%	-0.38%	-0.23%	0.20%	0.09%	0.03%	0.09%	0.04%	0.02%	-0.01%	0.02%	0.04%	0.06%
Net Change	8	0.07%	0.11%	% 10.31%	0.31%	3,15%	0.84%	%08°0-	1.86%	0.80%	1.82%	9,000%	20,51%	30.00%	-2.34%	3.26%	%68.88	650.00%
TEMPORARY	RY	age for an easy and an easy with the annual section of the section						7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7							e de la constante de la consta		American St. Comments in Comments	tytu ejäytettiä eest on onoonia
FY 2006	*	102	3	37	7	~	88	24	7	00	٥	<b>9</b>		•	'n	0	0	0
	%	%66'66	63.72%	36.27%	01.96%	01.96%	47.06%	23,53%	10.78%	07.84%	%00.00	02.94%	%86.00	%00.00	02.94%	%00.00	%00.00	%00'00
FY 2007	*	\$5	23	32		8	18	2	n	ø	<del>-</del> -1	9	0	0	O	٥	0	
	%	100.00%	41.82%	58.18%	01.82%	03.64%	32.73%	36.36%	05.45%	10.91%	01.83%	0E 1E92	700000	7000	700 00	700 00	%00 00	01.87%

|--|

Primary Criteria:

Department\_of\_Defense\_Defense\_Logistics\_Agency

Secondary Criteria: None

RCLF Criteria: National

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard DLA measure of change of representation and is called Change % in other DLA reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Table A2: TOTAL WORKFORCE BY COMPONENT - Workforce - by Race/Ethnicity and Sex FY 2007

TOTAL #	EMPLOYEES	ES		Hispanic or		***************************************	inic or La	ino	7 7 7 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9			F		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
ASSOLUTION AND ASSOCIATION ASSOCIATION AND ASSOCIATION				_		Non-Hispanic or Latino								No. of the Control of	and the same of th	commence of the Personal Street, Stree	
					·	White	transcription and services a service services	Black or African American	African ican	Asian		Native Hawaiian Other Pacific Islander	tive Hawaiian or Other Pacific Islander	American Indian or Alaska Native	n Indian a Native	Two or more/Other races	other es
	7	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
%	20,894	12,165	8,729	648	329	8,633	5,491	2,359	2,539	336	ಜಿಕಿಸ	47	26	125	95	4	9.
	%66.66	58.22%	41.77%	03.10%	01.57%	41.32%	26.28%	11.29%	12.15%	01.61%	01.12%	00.22%	00.12%	00.60%	00.45%	%80.00	00.08%
RCLF % (2000)	100.02%	56.42%	43.60%	05.26%	%69'80	41.99%	31.95%	05.61%	05.34%	02.24%	01.62%	%80.00	00.05%	00.35%	00.28%	%68'00	9629.00
<b>B1</b> #	79	09	19	М	2	16	ď	4	2	19	æ	18	2	0	0	0	0
	%66.66	75.94%	24.05%	03.80%	02.53%	20.25%	06.33%	.05.05%	02,53%	24.05%	10.13%	22.78%	02.53%	00.00%	%00:00	%00.00	9,00.00
# #	33	27	9	2	0	61	8	t yes	· · · · · · · · · · · · · · · · · · ·	, <b>n</b>	2	0	0	o	0	0	0
8	. 100.00%	81.82%	18.18%	.06.06%	%00.00	57.58%	%60.60	03.03%	03,03%	15,15%	06,06%	%00.00	%00.00	.00.00%	%00.00	%00°00	%00'00
<b>84</b>	15	13	2	0	Ħ	11	0	2	-	0	0	0	0	0	0	0	0
	4 100.00%	86.55%	13.34%	900.00	06.67%	73.33%	%00'00	13.33%	06.67%	9600.00	9,00.00	%00'00	%00.00	%00.00	%00.00	9,00'00	%00.00
B5 #	136	102	34	2	0	21	'n	79	29	O	0	0	0	0	0	0	0
8	100.00%	75.00%	25.00%	01.47%	%00°00	15.44%	03.68%	%60.83	21,32%	%00.00	9600.00	%00 00	%00.00	%00.00	%00.00	%00'00	960.00
#	121	95	26	2	, <del>+4</del>	37	7	55	14	<b>***</b>	m	0		0	0	0	0
	6 100.01%	78 51%	21.50%	01.65%	00.83%	30.58%	05.79%	45.45%	11.57%	908300	02.48%	%00.00	%£8.00	%00'00	%00'00	%00:00	9600:00
* *	2,467	1,357	1,110	20	18	1,100	766	205	305	20	7	0	0	10	12	~	7
8	, 100.00%	55.01%	44.99%	00.81%	00,73%	44.59%	31.05%	08,31%	12.36%	00.81%	00.28%	%00.00	%00°00	00.41%	00.49%	%80'00	00.08%
# <b>L</b>	, J	4	m	0	0	n	7	week	2 years	0		0	0	0	0	0	0
8	400.01%	57,15%	42.86%	%00.00	%00'00	42.86%	28.57%	14.29%	14,29%	900.00	%00:00	%00.00	%00.00	%00:00	%00'00	%00'00	00.00%
# WQ	2,309	1,843	466	35	12	1,386	298	390	150	# # # # # # # # # # # # # # # # # # #	m	4	0	17	e e	0	0
8	, 100.02%	79.83%	20.19%	01.52%	00.52%	60.03%	12,91%	16.89%	06.50%	00,48%	00.13%	00.17%	%00'00	.00.74%	00.13%	%00:00	%00.00
# <b>do</b>	17	,	s	0	0	5	m	2	2	0	0	0	0	0	0	0	0
ે	6 100.01%	58.34%	41.67%	%00'00	00.00%	41.67%	25.00%	16.67%	16.67%	%00'00	00.00%	%00'00	%00 00	°00:00	%00.00	00:00%	%00.00
DR #	19	17	7	0	0	9	2	8	o	2	0	**************************************	0	0	0	0	0
9%	% 100'001 %	89.48%	10.53%	%00'00	9,00.00	31.58%	10,53%	42.11%	%00.00	10.53%	%00.00	05,26%	%00°00	%00°00	%00.00	9,00,00	%00.00
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	% 100.02%	42.87%	Winning Well/e	~~													
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	% 100.011%	60.34%	39,62%	00.31%	00.31%	40.59%	22.40%	17,26%	14.31%	00.47%	.00.16%	%00 00	%,00.00	01.71%	02.18%	%00.00	00.31%
61	# 41	6	32	. ••••	n	9	22	2	7	0	0	0	O	0	o	0	0
	% 100.00%	21.95%	78.05%	02.44%	07.32%	14.63%	53.66%	04.88%	17.07%	%00.00	%00°00	%00'00	%00.00	%00:00	%00.00	%00.00	%00'00
<b>G2</b>	# 108	46	62	2	9	34	٤4	9	o	2	H	0	0	2	2	0	<del></del> -t
	% 100.00%	42.59%	57.41%	01.85%	05.56%	31.48%	39.81%	05.56%	08.33%	01.85%	9656.00	%00:00	%00.00	01.85%	01.85%	%00:00	00.93%
63	# 293	161	132	7	9	118	16	31	30	<b>=</b>	4	2	+	2	0	0	0
<u> 1. Tel</u>	% 100.00%	54.94%	45.06%	02.39%	02,05%	40.27%	31,06%	10,58%	10,24%	00.34%	01.37%	%89'00	00.34%	00.68%	9,00.00	%00.00	%00'00
65	# 255	162	63	7	m	94	29	47	21	10			0	2		<b>y</b> m4	0
0.52	%56.66 %	63.52%	36,47%	02.75%	01,18%	36.85%	26.27%	18.43%	08,24%	03.92%	00.39%	%68'00	%00.00 00.00%	00.78%	966:00	39%6	%00'00
95	# 121	20	71	<b>H</b>	4	44	94	m	2.	8	0	0	0	0	0	0	0
<u> </u>	% 100.01%	41.32%	58.69%	00.83%	03,31%	36.36%	38,02%	02,48%	17,36%	01.65%	%00.00	%00 00	%00.00	%00.00	%00.00	%00:00	00'00%
67	# 51	20	31	7	0	15	19	2	10	0	2	0	0	0	0	₩.	O
	% 56.66 %	39.21%	60.78%	03.92%	.00.00%	29.41%	37,25%	03.92%	19.61%	%00.00	03.92%	%00:00	%00 00	%00'00	%00.00	01.95%	.00'00
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GA GA	# 2,251	1,055	1,196	33	32	668	559	324	578	21	1.6	0	-	8	. 80		7
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	% 100.00%	% 74.07%	25.93%	13.65%	04.28%	42.05%	14.45%	09.22%	03.49%	07.48%	03.05%	00.22%	00.15%	01.45%	00.44%	%00'00	00.07%
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ΚP	# 110	81	29	31	13	40	12		2	-	0	0	2	0	0	0	0
	%00°00T %	% 73.63%	26.37%	, 28.18%	11.82%	36,36%	10.91%	08.18%	01.82%	90.91%	%00.00	00.00%	01.82%	%00'00	%00.00	%00.00	00.00%
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¥	41	\$	٣	0	0	9	7	2	0	m	-	o	٥	. 0	0	0	0
on an Palastalista	10	8	21.43%	9600.00	%00.00	42.86%	14.29%	14.29%		21.43%	07.14%	%00'00	%00 00	9,00.00	00.00%	%00'00	00.00%
Z	.i }	Ç	11	0	0	14	m		7	0	0	0	0	0	0	0	<b>~</b>
	% 100.02%	65.63%	34.39%	%00°00	00.00%	43.75%	%85 60	21,88%	21.88%	%00.00	%00'00	9600.00	%00.00	%00.00	%00:00	%00.00	03.13%
Σ	99 #	59	7	0	0	59	7	0	0	0	0	0	0	0	0	0	0
المُكَلِّدُ السَّامِ	% 100.00%	6 89.39%	10.61%	%00'00	%00:00	89.39%	10.61%	00,00%	00.00%	00.00%	%00 00	%00'00	%00.00	%00.00	%00'00	%00.00	%00 00°
PA	# 866	495	371	39	33	358	216	72	86	of C	20	0	2	r	- Company	2	
veistili	% 100.00%	6 57,15%	42,85%	04.50%	03.81%	41.34%	24,94%	08.31%	13 32%	02.19%	02.31%	9600:00	00.23%	9685.00	00,12%	00,23%	00.12%
SA	5 4	7	2	0	0	7	7	0	0	0	0	0	0	0	0	0	0
(	% 100.00%	77.78%	22.22%	%00 00	%00'00	77.78%	22,22%	00.00%	%00 00	%00.00	00.00%	9600'00	%00:00	%00.00	%00'00	%00'00	960.00
74	# 81	73	æ	4	0	39	n	29	4	<b>H</b>		0	0	0	0	O	0
ur mederiok	%56'65 %	90.12%	.09.87%	04.94%	%00 00	48.15%	03.70%	35.80%	04,94%	01.23%	01.23%	%00'00	%00.00	96.00.00	%00.00	%00 00	00,00%
4	# 2,716	1,245	1,471	63	49	929	955	210	423	35	36	0	N	9	4	2	2
المراجع والمراجع والم	%86:65 %	- 199 <u>3</u> - 1995	54.15%	02,32%	01.80%	34.20%	35,16%	962.70	15,57%	01.29%	01,33%	%00'00	00.07%	00.22%	00.15%	00.07%	00.07%
5	# 84		(-),	2	-	38	23		13	-	+~1	0	0	o	7	0	0
aya mga tagasatanik	% 100:00%	% 52.38%	47.62%	. 02.38%	01,19%	45.24%	27,38%	03.57%	15.48%	01.19%	01.19%	%00:00	%00'00	%00'00	02,38%	%00'00	00,00%
£	# 83	41	42	2	0	31	32	8	Ō	0	****	O	0	0	0	0	0
	%66'66 %	6 49.40%	50.59%	02,41%	%00'00	37.35%	38.55%	09.64%	10.84%	%00.00	01.20%	%00000	%00.00	%00.00	%00'00	%00.00	00.00%
\$	# 33	24	. 6	0	0	15	7	n	0	2	2	2	0	2	0	0	0
	%66666 %	6 72,72%	27.27%	00.00%	%00'00	45.45%	21.21%	%60.60	%00.00	%90:90	06.06%	0.06%	%00.00	%90.90	%00:00	%00:00	%00°00°
2	# 725	442	283	35	13	305	176	76	64	21	20	2	4	r	9	0	0
	% 10001 %	% 60.97%	39.04%	04.83%	01.79%	42.07%	24.28%	10.48%	%58.80	02.90%	02.76%	00.28%	00.55%	00.41%	%83.00	00.00%	%00.00
77					e mangani karaman melaksi karaman menara E	enternamental complete to the terms of the t	*****					,	•	•	•	c	C

Primary Criteria: Department\_of\_Defense\_Logistics\_Agency

Secondary Criteria: None

RCLF Criteria: National

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 10/16/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Table A3: OCCUPATIONAL GROUPS - Workforce - Distribution by Race/Ethnícity and Sex FY 2007

		ן כ		)	•													
	(Page 2, 1999)				Latino	2	White	——————————————————————————————————————	Black or Afri American	African Ican	Asian	e de de partir de proposa de trabación de la constante de la constante de la constante de la constante de la c	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	Indian	Races	S
		T T	male	female	male	female	male	female	male	female	male	female	male	female	a a a	female	mate	female
Everytive/Senior	*	266	180	86	'n	m	158	76	15	9	0	0	0	0	~		0	0
Level Officials	. %	100 00%	67.67%	32.34%	01.88%	01.13%	59,40%	28.57%	05.64%	02.26%	00.00%	%00.00	00.00%	%00.00	00.75%	00.38%	%00'00	00.00%
מווס גומוומלכום	2 4	1 043	1 072	871		22	877	656	126	174	; <del>T</del>	12	2	-	11	S	m	: <del></del>
Mid-Level Officials and	* 8	100 000	55 17%	44 83%	02.16%	01.13%	45.14%	33.76%	06.48%	08.96%	00.57%	00.62%	00.10%	00.05%	00.57%	00.26%	00.15%	00.05%
Mailayets	8 #	8 404	4 025	4 379	204	161	2,952	2,701	730	1,351	84	95	6	13	35	49	=	6
officials and Managers	. 8	100,00%	47.91%	52.11%	02.43%	01.92%	35,13%	32,14%	08.69%	16.08%	01.00%	01.13%	00,11%	00,15%	00.42%	00.58%	00.13%	00.11%
TOTAL Officials	#	10,613	5,277	5,336	251	186	3,987	3,433	871	1,531	95	107		4	48	55	41	10
and Managers	8	100.00%	49.73%	50.28%	02.37%	01.75%	37.57%	32.35%	08.21%	14.43%	%06'00	01.01%	00.10%	00.13%	00.45%	00.52%	00.13%	%60'00
Officials and Managers RCLF	5	100%	49.15%	20.69%	03.95%	03.99%	37.70%	37.68%	04.36%	06.03%	02.16%	01,84%	00.06%	00.05%	00.23%	00.30%	%69.00	00.80%
Professionals	*	2,522	1,488	1,034	9	33	1,173	735	166	214	69	39	ħŲ	7	8	o	7	2
	%	100,00%	59.01%	41.01%	02,58%	01.31%	46.51%	29.14%	06.58%	08,49%	02.74%	01.55%	00.20%	00.08%	00.32%	00.36%	%80.00	%80.00
Professionals RCLF	7.7.7.	100%	63,12%	35.45%	02.66%	01.82%	50.71%	27.28%	03.41%	03.53%	05,23%	02.22%	00.04%	%00.00	00.20%	00.12%	%28.00	00.48%
Technicians	*	206	157	49	8	-	124	34	26	-	m		•••	0	0	2	0	0
	%	100.00%	76.22%	23.79%	01.46%	00.49%	60.19%	16.50%	12.62%	05.34%	01.46%	00.49%	00.49%	%00.00	%00.00	%26.00	%00.00	00.00%
Technicians RCLF	CLF	100%	73.31%	24.75%	05.34%	01.94%	57.28%	17.96%	05.83%	02.91%	03.40%	01.94%	00.00	%00.00	%00.00	%00.00	01.46%	00.00%
Sales Workers	*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8	100.00%	00.00%	%00'00	00.00%	00.00%	%00'00	%00.00	00.00%	00.00%	%00.00	%00.00	00.00%	%00.00	00.00%	%00.00	%00'00	00.00%
Sales Workers RCLF	Si	100%	00.00%	%00.00	%00.00	%00.00	%00.00	00.00%	00.00%	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	00.00%	%00.00	00.00%
Office and	*	3,090	1,481	1,609	99	57	964	996	379	502	42	22	10	7	Đ,	19	•	8
Clerical	8	100.00%	47.93%		02.14%	01.84%	31.20%	31.26%	12.27%	16.25%	01.36%	01.78%	00.32%	00.23%	00,61%	00.61%	00.03%	00.10%
Office and Clerical RCLF	rical	100%	35.88%	63.56%	03.56%	05.02%	25,95%	47.80%	04.24%	07.57%	01.26%	01.75%	%90.00	00.06%	00.23%	00.49%	00.58%	00.87%
Craft Workers	#	692	673	19	21	* * * * * * * * * * * * * * * * * * *	520	12	101	9	19	0	<b>wri</b>	0	11	0	0	0
	%	100.00%	97.25%	, 02.74%	03.03%	00.14%	75.14%	01.73%	14.60%	00.87%	02.75%	%00.00	00.14%	%00.00	01.59%	00.00%	%00'00	%00'00
		5007	יייייייייייייייייייייייייייייייייייייי	02 + 28	7002 00	700 146%	74 0604	7000 00	7007	00 140%	00 87%	%00 00	WU UU	%00 UU	00.29%	00.00%	00.87%	00.00%

Operatives	#	1,737	1,409	328	94	22	819	135	435	152	<b>8</b>	4	4	0	23	Ŋ	0	0
	%	8,100.00% 81.11%	81.11%		18.89% 05.41%	01.27%	47.15%	07.77%	25.04%	08.75%	01.96%	00.81%	00.23%	%00.00	01.32%	00.29%	%00.00	%00.00
Operatives RCLF	<u>.</u>	100%	74.15%	25.39%	11.57%	05.58%	48.24%	13.93%	11.11%	04.55%	01.21%	00.81%	00.06%	%00.00	%69.00	00.17%	01.27%	00.35%
Laborers	#	1,560	1,243	317	132	28	723	147	303	: A	61	16	15	ю	Φ	'n	0	***
	%	100.00%	79.68%	20.31%	08.46%	01.79%	46.35%	09.42%	19,42%	07.50%	03.91%	01.03%	%96.00	00.19%	00.58%	00.32%	%00.00	00.06%
Laborers RCLF	· L	100%	84.28%	15.71%	11.47%	01,92%	56.73%	10.13%	12.56%	03.01%	01.09%	00.26%	00.06%	%00.00	00.83%	00.13%	01.54%	00.26%
Service Workers	*	429	395	34	41		296	28	99	2	12	0	0	0	7	0	0	0
	%	100.00%	92.07%	07.93%	03.26%	00.23%	%00.69	06.53%	15.38%	01.17%	02.80%	%00.00	00.00%	%00.00	01.63%	%00.00	%00.00	00.00%
Service Workers RCLF	7.2	100%	86.94%	11.42%	06.76%	00.93%	69.23%	08.16%	08.39%	02.10%	%26.00	%00'00	00.00%	00.00%	00.70%	%00.00	00.93%	00.23%
TOTAL WORKFORCE	#	20,849	12,123	8,726	949	329	8,606	5,490	2,347	2,538	335	232	47	26	125	95	17	16
A REAL PROPERTY AND A STATE OF THE PROPERTY OF	8	100.00%	58.16%	a Samoner	41.85% 03.10%	01.58%	41.28%	26.33%	11.26%	12,17%	01.61%	01.11%	00.23%	00.12%	%09'00	00.46%	00.08%	%80.00
TOTAL RCLF	1	100%	56.02%	43.38%	43.38% 05.19%	03.65%	41.91%	31.92%	05.55%	05.30%	02.18%	01.57%	00.05%	00.03%	00.32%	00.26%	00.82%	00.65%

Primary Criteria: Defense\_Defense\_Logistics\_Agency

Secondary Criteria:

RCLF Criteria: National

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Please see Data Definitions.

The Executive/Senior Level Officials and Managers includes grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Mid-level Officials and Managers includes grades 1 to 12.

DLA is not yet collecting this data.

Table A4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Workforce - by Race/Ethnicity and Sex FY 2007

Ail male   factoring   CS-1	. 1			一年 東京 新田 等一年 等一年											
-1 # 1 00 -2 # 4 1 -3 # 32 100.00% -3 # 32 100.00% -4 # 1448 666. -4 # 1448 666. -5 # 634 2699 -6 # 762 3555 -6 # 762 3555 -6 # 762 3555 -7 # 1,782 877 -8 # 98 37.75% -9 99.99% 46.58% -7 # 1,795 873 -9 100.00% 48.64% -1 # 22 133 -1 # 288 37.75% -1 # 3,802 1.897	S	Hispanic or		Non-Hisp	Non-Hispanic or Latino	tino						The state of the s	The second secon		
-1 # 1. 0  -2 # 4 1  -2 # 4 1  -3 # 32 10  -3 # 32 10  -4 # 148 66  -5 # 634 269  -5 # 634 269  -7 # 1782 877  -7 # 1782 877  -8 # 98 37.75%  -9 99.99% 46.58%  -8 # 98 37.  -9 # 1,795 873  -1 # 1,795 873  -1 # 222 133  -1 # 3,892 13897		Latino	<u>.</u>	Whi	hite	Black or African American	African	Asian		Native Hawaiian or Other Pacific Islander	vailan or acific der	American Indian or Alaska Native	Indian	Two or more/Other races	or Xther
-1 # 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
%         100.00%         00.00%           #         4         1           %         100.00%         25.00%           %         100.00%         25.00%           %         100.02%         31.25%           %         100.02%         44.60%           %         100.00%         42.43%           #         762         355           %         100.00%         46.58%           %         99.99%         46.58%           %         99.99%         37.75%           #         4.795         873           %         100.00%         48.64%           %         100.00%         59.09%           %         100.00%         59.09%           %         100.00%         59.09%           %         100.00%         59.09%	<b>F</b>	0	•	٩	•	0	Ť	a	o	o	0	0	o	•	0
#         4         1           %         100.00%         25.00%         7           %         100.00%         25.00%         7           %         100.02%         31.25%         6           %         100.02%         44.60%         7           %         100.00%         42.43%         7           %         100.00%         42.43%         7           %         99.99%         46.58%         7           %         100.01%         49.22%         355           %         100.01%         49.22%         37           %         99.99%         48.64%         877           %         100.00%         48.64%         873           %         100.00%         59.09%         48.64%           %         100.00%         59.09%         59.09%           %         100.00%         59.09%         69.09%           %         100.00%         59.09%         1387           #         3,802         1,897	100.00%	00.00%	00.00%	%00.00	%00.00	%00.00	100.00%	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	00.00	%00.00
%         100.00%         25.00%         7           #         32         10           %         100.02%         31.25%         6           %         100.02%         31.25%         6           %         100.02%         44.60%         7           %         100.02%         42.43%         42.43%           %         99.99%         46.58%           %         100.01%         49.22%           %         100.01%         49.22%           %         99.99%         37.75%           %         100.00%         48.64%           %         100.00%         59.09%           %         100.00%         59.09%           %         100.00%         59.09%           %         100.00%         59.09%           %         100.00%         59.09%	n		O	o	~	0	O	O	- -	Q	Ó	0	0	•	•
#         32         10           %         100.02%         31.25%         (           %         100.02%         44.60%         (           %         100.02%         44.60%         (           %         100.00%         42.43%         (           %         100.00%         42.43%         (           %         100.01%         46.58%         (           %         100.01%         49.22%         (           %         99.99%         37.75%         (           %         100.00%         48.64%         (           %         100.00%         48.64%         (           %         100.00%         59.09%           %         100.00%         59.09%           %         100.00%         59.09%           %         100.00%         59.09%	75.00%	25.00%	%00.00	%00.00	50.00%	%00'00	00.00%	%00.00	25.00%	%00.00	%00.00	%00.00	%00.00	%00.00	%00'00
-4 # 148 665 # 634 269  -6 # 762 31.25% (  % 100.02% 44.60%    % 100.00% 42.43%    % 100.00% 42.43%    % 100.01% 49.22%    % 100.01% 49.22%    % 100.01% 49.22%    -8 # 98 37.  -9 # 1,795 873    -1 # 22 13.  -1 # 3,802 1.897    -2 # 3,802 1.897    -4 # 3,802 1.897    -4 # 3,802 1.897    -5 # 3,802 1.897    -6 # 3,802 1.897    -6 # 3,802 1.897    -7 # 3,802 1.897    -8 # 3,802 1.897    -9 # 3,802 1.897    -0 # 4 # 4.606    -0 # 4	22	. 0		<b>o</b>	<b>*</b>		•	•	N	o	٥	•	0	Φ	<b>,</b>
-4 # 148 666 -5 # 634 269 -6 # 762 355 -6 # 762 355 -7 # 1,782 877 -9 # 100.01% 49.22% -9 # 1,795 873 -9 # 1,795 873 -9 # 1,795 873 -9 # 1,795 873 -1 # 22 13 -1 # 22 13 -1 # 22 13 -1 # 22 13 -1 # 22 148 -1 # 25 148 -1 # 25 148 -1 # 25 148 -1 # 25 148 -1 # 25 148 -1 # 25 148 -1 # 25 148 -1 # 25 1489	68.77%	00.00%	03.13%	18.75%	21.88%	12.50%	34.38%	%00'00	06.25%	%00'00	%00.00	%00.00	%00.00	%00.00	03.13%
%         100.02%         44.60%           #         634         269           %         100.00%         42.43%           %         100.00%         42.43%           %         199.99%         46.58%           %         100.01%         49.22%           %         99.99%         37.75%           #         1,795         873           %         100.00%         48.64%           %         100.00%         59.09%           %         100.00%         59.09%           #         3,802         1,897	82		4	0.7	46	20	28	m		•		•	O	0	
# 634 269 % 100.00% 42.43% # 762 355 % 99.99% 46.58% % 100.01% 49.22% % 100.01% 49.22% # 1,795 37.75% # 1,795 87.7 % 100.00% 48.64% % 100.00% 59.09% # 222 133 % 100.00% 59.09%	55.42%	02.03%	03.38%	27.03%	31.08%	13.51%	18.92%	02.03%	%89.00	%00'00	00.68%	%00.00	%00.00	%00.00	00.68%
-6 # 762 355  -7 # 1,782 877  -8 # 98 37.75%  -9 # 1,795 893  -9 # 1,795 893  -9 # 1,795 893  -9 # 1,795 893  -9 # 1,795 893  -9 # 22 13  - # 3,802 1,897	365	01	ø	181	230	65	5	<b></b>	T,	a	•	4	m	•	
-6 # 762 355  % 99.99% 46.58%  -7 # 1,782 877  % 100.01% 49.22%  -8 # 98 37.75%  -9 # 1,795 873  - # 22 13  - # 22 13  - # 3,802 1.897	57.57%	01.58%	01.42%	28.55%	36.28%	10.25%	15.93%	01.42%	03.31%	%00.00	%00.00	00.63%	00.47%	%00.00	00,16%
%         99.99%         46.58%           #         1,782         877           %         100.01%         49.22%           %         100.01%         49.22%           %         37.75%           #         1,795         873           %         100.00%         48.64%           #         22         13           %         100.00%         59.09%           #         3,802         1.897	407	<b>o</b>	M	2.29	232	83	146	Ř	ø	N	2	<b>In</b>	m	5	0
# 1;782 877  # 100.01% 49.22%  # 98 37  % 99.99% 37.75%  # 1,795 873  % 100.00% 48.64%  # 22 13  % 100.00% 59.09%  # 3,802 1:897	53.41%	02.49%	01.97%	30.05%	30.45%	11.42%	19.16%	01.57%	01.18%	00.26%	00.26%	00.66%	00.39%	00.13%	%00.00
-8 # 98 379 # 1.795 873  -9 # 1.795 873  -1 # 22 13  -2 # 3.802 1.897	S06	57	98	619	544	169	274	<b>5</b>	Į,	Ŋ	eg :	<b>8</b>	2	÷	₩.
-8 # 998 37.75% -9 # 1,795 873  -9 # 1,795 873  -1 # 22 13  -1 # 22 13  -1 # 3,802 1.897	. 50.79%	03.20%	02.02%	34.74%	30.53%	09.48%	15.38%	01.18%	01.74%	00.11%	00.17%	00,45%	00.73%	%90.00	00.22%
-9 # 1,795 873 -0 # 1,795 873 -0 # 22 13 -0 # 3,802 1.897	61	*****	4	55	88	s di	10	•	w	<b>C</b>	Ħ	0	m	Ô	O
-9 # 1,795 873 % 100.00% 48.64% - # 22 13 % 100.00% 59.09% - # 3,802 1.897	62.24%	04.08%	04.08%	29.59%	38.78%	04.08%	10.20%	%00.00	05.10%	%00.00	01.02%	%00.00	03.06%	%00.00	%00.00
%     100.00%     48.64%       *     22     13       %     100.00%     59.09%       *     #     3,802     1.897	922	41	27	646	568	150	283	<b>23</b>	42	<b>JA</b>	4	•	<b>F</b> 7	<del>-1</del>	m
- # 22 13 % 100.00% 59.09% - # 3,802 1,897	51.36%	02.28%	01.50%	35.99%	31.64%	08.36%	15.77%	01.28%	01.34%	00.28%	00.22%	00.39%	00.72%	%90.00	00.17%
% 100.00% 59.09% - # 3,802 1,897	0	o	0	<del>H</del>	œ	ĸί	7	۵	•	O.	0	o	•	•	0
- # 3,802 1,897	40.91%	%00.00	%00.00	20.00%	36.36%	%60'60	04.55%	%00'00	%00.00	%00.00	%00.00	%00.00	%00'00	%00.00	%00.00
	1,905	88	72	1,351	1,142	391	512	#	7	▼.	9	4	2	ភេ	e.
% 100.01% 49.89%	50.12%	02.31%	01.97%	35.53%	30.04%	10.28%	16.10%	01.16%	01.24%	00.11%	00.16%	00.37%	00.53%	00.13%	%80'00
GS- # 4,125 2,151	1,974	8	င္မေ	1,672	1,352	294	200	9	ę,	<b>*</b>	1000 ( <b>xt</b> 3)	23	20	S.	0
% 100.00% 52.14%	9 47.86%	02.25%	01.58%	40.53%	32.78%	07.13%	12.12%	01.45%	%08'00	00.10%	00.10%	00.56%	00.48%	00.12%	00.00%

*	1,914	1,088	826	4	က္က	887	61	7126			<b>3</b>				<b>*</b>		
· 5	% 99.98%	56.84%	43.14%	02.09%	01.20%	46.08%	31.92%	3	;;	01,46%	00.73%		5	00.52%	00.21%	00.16%	00.10%
**	162 #	454	756	\$	10	385	246			1. 1 1. 1. 6	7.7		3,333.1	2	5		0
· •	% 100,00%	, 57.40%	42.60%	01.90%	01.26%	48.67%	31.10%	05.69%	08.60%	00.63%	01.39%	00.13%	%00.00	00.25%	00.25%	00.13%	00.00
**	320	213	107	য়	N	192	26	V C 2 V V C		7	•		33232		2	<b>9</b>	0
, 0	% 100.01%	, 66.56%	33.45%	01.25%	00.63%	%00'09	28.75%		i Sanan Lamannan in S	00.31%	%00.00		- 6	00.31%	00.63%	%00.00	00.00%
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Other GS 9	% 00.00%	00.00%	00.00%	00.00%	00.00%	%00.00	%00.00	00.00%	{ 	%00.00	%00.00			%00.00	%00.00	%00.00	00.00%
	# 23	91	2			T.	ø		٥	•	•		*****		0	9	0
	% 100,01%	6 69.57%	30.44%	04.35%	04.35%	56.52%	26.09%			%00.00	%00'00		}	04.35%	%00.00	%00.00	%00.00
TOTAL	# 16,253	8,320	7,933	376	273	6,256	5,124	1,370	2,216	206	199		55000	<b>16</b>	8	S.	15
	% 99.98%	51.18%	48,80%	02.31%	01.68%	38.49%	31.53%		13.63%		01.22%		,	00.46%	00.51%	00.10%	%60.00

Primary Criteria: Department\_of\_Defense\_Logistics\_Agency

Secondary Criteria: None Data from: 09/30/2007 Printed on: 11/09/07 Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions.

Percentages are based on column totals

## Table A5: PARTICIPATION RATES ACROSS WAGE GRADES - Workforce - by Race/Ethnicity and Sex FY 2007

Grade # 000. Grade # 000. Grade # 000.	All m 00.00% 00.00.13% 00.39% 00.39% 00.39% 01.47% 01.2432 1.550 4.50 4.50 4.50 4.50 4.50 4.50 4.50	male f 0 00.00% 0 0 00.08% 0 0 00.36% 0 0 59 59	female 00.00% 00.38% 00.50% 00.50% 00.13%	Hispanic or Latino  male female  0 0  00.00% 00.00%  1 0  00.37% 00.00%	Company of the second of the s	Non-Hispanic White	Non-Hispanic or Latino White	no Black or African American	African	Asian	fractional control of the control of	Native Hawaiian	Native Hawailan or Other Pacific	American Indian or Alaska Native	Indian Native	Two or more/Other	or
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# % # % #	Carlotte Committee Committ		0.00% 3.38% 10.38% 4.4 4.4 9.90.50%	00.00% 1 100.37%	200	male	female	male	female	male	female	male	female	male	female	male	female
% # % #			3.3.% 10.38% 4.4.4 9.00.50%	00.00%	0	0	•	0	0	ō	o	0	e	0	0	ä	•
# 8 #			3 00.38% 4 4 00.50% 9 9	00.37%	00.00%	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	00.00%
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#			4 00.50% 9 31.13%		00.00%	00.04%	00.27%	00.10%	00.62%	%00.00	%00.00	%00.00	%00.00	%00.00	00.00%	%00.00	%00.00
m	La la como en la companya de la como de la c		0.50% 9 01.13%	Z.		Ş		<b>* * * * * * * * * *</b>	0			<b>+</b>	•	<b>0</b>		•	٩
%	E		9.11.13%	00.74%	01.79%	00.25%	00.27%	00.40%	%00.00	00.77%	02.94%	03.70%	%00.00	%00.00	08.33%	%00.00	%00.00
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-4 % 01	.	640		04.78%	01.79%	%26.00	00.54%	01.92%	01.24%	02.31%	02.94%	03.70%	%00.00	%00.00	%00.00	00.00%	100.00%
Grade # 2			485	151	o,	1111	÷ S	282	208	99	'n	9	m	<b>4</b>	Ó	<b>c</b>	9
%		50.64% 6	60.93%	55.51%	69,64%	46.74%	57.49%	59.15%	64.40%	50.77%	44,12%	59.26%	100.00%	36.00%	75.00%	%00.00	%00.00
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-6 % 21	21.70% 21.	21.17% 2	24,25%	25.00%	19.64%	20.70%	26.70%	20,12%	22.91%	23.08%	23.53%	25.93%	%00.00	36.00%	16.67%	%00.00	%00.00
Grade #	358	27.7	98	16	64	178	A W	69	32	٨	o	Ġ	•	<b>cy</b>	0	C	9
%	07.71% 07.	07.07%	10.80%	05.88%	03.57%	07.49%	11.72%	06.98%	09.91%	05.38%	26.47%	%00.00	%00.00	04.00%	%00.00	%00.00	%00.00
# <b>*</b>	254	246	•	10	0	172	'n	46	<b>c</b> n	12	0	<b>R</b>	o	4	o	o	0
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- 9 % 02	02.22% 02	02.65% (	00.13%	01.10%	%00'00	03.41%	00,27%	01.52%	%00.00	01.54%	%00.00	00,00%	%00.00	02.00%	%00.00	%00.00	%00.00
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- 10	04,44% 05	05.25% (	00.50%	01.84%	01.79%	06.44%	00.82%	03.74%	00.00%	02.31%	00.00%	00.00%	00.00%	%00.80	%00'00	00.00%	00.00%
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- 11	03,30% 03	03.93%	00.25%	01.10%	01.79%	05.43%	00.27%	01.31%	%00'00	02.31%	%00'00	00.00%	00.00%	06.00%	%00'00	%00.00	%00.00
#	23	22		8	0	6.	-		•	^	0	•	0	•	<b>o</b>	•	0
00 %	00.50% 00	00.57%	00.13%	%00.00	%00.00	%08'00	00.27%	00.10%	%00.00	01.54%	%00.00	%00.00	%00'00	%00.00	%00.00	%00.00	00.00%

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wage Grades	% 00.02%													Co	*****	<b>c</b>
TOTAL	# 4,641	3,845	796	272	56	2,373	367	989	323	2	<b>d</b>	<b>N</b>	900			
6	400 00%		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	00.00%

Primary Criteria: Defense\_Logistics\_Agency

Secondary Criteria: None

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes WG grades for full-time, part-time, and intermittent employees in a pay status.

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Percentages are based on column totals

# Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Workforce - Distribution by Race/Ethnicity and Sex FY 2007

		2	TOTAL	***						· · · · · · · · · · · · · · · · · · ·		A STREET STREET, STREE						
	-,,	EMPL	EMPLOYEES	. t	Hispanic or	ic or	Non-Hisp	Non-Hispanic or Latino	tino		3 6 1 1 1 2 2			Account of managers and a company of many of the second	***************************************	A special control of the second control of t	The second secon	
				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Latino	e e	White	ite	Black or African American	African ican	Asian	**************************************	Native Hawaiian or Other Pacific Islander	an or Other lander	American Indian or Alaska Native	Indian or Native	Two or more/ races	more
		¥	male	female	male	female	male	female	male	female	male	female	nale	female	male	female	male	fe
101	*			175		'n	154	134	28	30	æ	'n	0	0	m	***	T	6
}*		**	- · · · · · · · · · · · · · · · · · · ·	46.05%	02.89%	01.32%	40.53%	35.26%	07.37%	%68.20	02.11%	01.32%	%00'00	%00.00	00.79%	00.26%	00.26%	<b>8</b>
1101 RCI F	2		43.42%	56.56%	04.74%	05.27%	30.24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.07%	%80.00	00.24%	00.40%	%29.00	8
1102	*	2.371	882	1,488	09	61	634	858	165	519	7	38	0		ю	6	J.	8
&			*	62.77%	02.53%	02.57%	26.75%	36.20%	06,96%	21.90%	00.63%	01.60%	%00.00	00.04%	90.13%	9886.00	00.21%	8 3
1102 RCLF		100.02% 44	46.96%	53.06%	02.86%	03.16%	39.80%	42.73%	02.55%	04.70%	01.03%	01.27%	00.05%	00.06%	00.18%	00,30%	00.49%	
1910	*	906	722	184	22	7	557	124	120	53	13	2	0	0	G	M	7	
- koğunovi	% 10t	100.00% 7	%69°6	20.31%	02,43%	00.22%	61.48%	33,69%	13,25%	05.85%	01.43%	00.22%	%00.00	%00'00	00.99%	%2.00	00.11%	
1910 RCLF		£	43.42%	56.56%	04.74%	05.27%	30.24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.07%	00.08%	00.24%	00.40%	00.67%	ŏ
2001	*	816	406	410	10	8	337	260	51	131	4	9	0	0	Construction and the little to a region of which demonstrates	3.50.2.2.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.	<b>-</b>	
, i gayana be	, TO	100.00%	49.76%	50.24%	01.23%	9686,00	41.30%	31.86%	06.25%	16.05%	00.49%	00.74%	%00.00	%00.00	%22.00	00.61%	90.12%	
2001 RCLF		99.98% 4	43.42%	56.56%	04.74%	05.27%	30,24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.02%	%80.00	00.24%	00.40%	00.67%	
2003	*	714	382	332	12	<b>&amp;</b>	316	238	44	77	7	n .		2	2		<b>5</b>	
	01 %	100.00%	53.50%	46.49%	01.68%	01.12%	44.26%	33.33%	06.16%	10.78%	9686.00	%02.00	00.14%	00.28%	.00.28%	00,14%	%,00000	uyin
2003 RCLF		S	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	01.09%	
2010	**	792	358	434	23	18	217	229	108	174	7	9	0	0	2	n.	-	
	%	100:00%	45.20%	54.79%	02.90%	02.27%	27.40%	28.91%	13.64%	21.97%	%88'00	00.76%	%00'00	%00°00	00.25%	00.63%	00.13%	
2010 RCLF		100.01%	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	01.09%	
2210	#	1,210	731	478	26	10	580	355	63	97	24	10	M	0	4	9	C.C. company in the c	
	¥ %	ر ا	60.46%	39.54%	02.15%	00.83%	47.97%	47.97% 29.36%	07.69%	08.02%	01.99%	%88 00	00.25%	%00.00	00.33%	00.50%	00.08%	.0
2210 RCI F		100.00%	66.77%	33.23%	03.14%	01.55%	, 50.42%	24.73%	04.29%	03.48%	07.40%	02.89%	00.05%	00.02%	00.24%	00.11%	01,23%	

Primary Criteria: Defense\_Defense\_Logistics\_Agency

Secondary Criteria: None

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

This fixed list of major occupations was identified by the DLA J-14 and Corporate EEO Office.

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Workforce - Distribution by Race/Ethnicity and Sex FY 2007

			EMPLOYEES		Hispanic	Hispanic or Latino	Non-Hispar	Non-Hispanic or Latino		* C C C C C C C C C C C C C C C C C C C	W 1	>	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	*			
				, , , , , , , , , , , , , , , , , , ,		a da anticipata de control de con	White	2	Black or Ame	Black or African American	ASI	Asian	Native Hawailan or Other Pacific Islander	awailan · Pacific ıder	America or Alask	American Indian or Alaska Native	Twa more/Oth
	. 70	<b>X</b>	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
1101																	
Total Received	*	**************************************	***	* *	***	**************************************	**************************************	**	* * *	* *	* *	*	* <b>美</b>	<b>* * * * * * * * * *</b>	*	8 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	*
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y Identified	- %	**	***	*	**	**	**	**	*	*	*	*	**************************************	****	**	*	* *
Qualified	#	* *	**	* *	* *	*	* *	* *	* *	*	***	* *	*	*	* *	*	*
of those Identified	8	*	**	*	**	* *	*	* *	******	**	**	**	**************************************	****	**	*	***
Selected	#	22	17	R	0	0	16	ın	#	0	0	0	0	0	0	0	0
or those Identified	8	100.01%	77.28%	22,73%	%00'00	%00'00	72.73%	22.73%	04.55%	00.00%	%00'00	%00'00	%00.00	%00.00	%00'00	%00.00	%00'00
1101 RCLF	۲	%86.66	43.42%	56.56%	04.74%	05.27%	30.24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.07%	00.08%	00.24%	00.40%	00.67%
1102	\$		* * * * * * * * * * * * * * * * * * *	· · · · · · · · · · · · · · · · · · ·	6 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	r 2 5 6 5 7 7 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	e d d d d d d d d d d d d d d d d d d d	b 5 5 6 b 5 c 5 c 5 c 5 c 5 c 5 c 5 c 5 c 5 c 5	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	2	2 2 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	2 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	6 mmm, 2 mm,	The state of the s	£ 4		
Total Received		*	*	* * *	* * *	**	*	**	*	* * *	*	*	**************************************	*	**	*	**
Voluntaril	*	***		* * * * * * * * * * * * * * * * * * *	* *	**************************************	* * * * * * * * * * * * * * * * * * *	**************************************	* *	* *	* *	* *	* *	***	***	***	* *
y Identified	8	**	**	*	* * *	**	*	**	* *	**	* *	*	***	*	**	*	**
Qualified	#	***	***	****	***************************************	***	**************************************	*	***	***	***	***	***	***	***	***	* *
or those Identified	8	**	***	**	*	*	*	*	*	*	***	**	*	*	*	**	*
Selected	#	229	100	129	0	0	26	125		4		0	0	0	0	0	0
Identified	8	100,01%	43,67%	56,34%	%00'00	%00.00	42,36%	54,59%	01.31%	01.75%	%00'00	9600.00	%00.00	%00:00	9600.00	%00.00	%00.00
1102 RCLF	ļ	100.02%	46.96%	53.06%	02.86%	03,16%	39.80%	42.73%	02.55%	04.70%	01.03%	01.27%	00.05%	00.06%	00.18%	00.30%	00.49%
1910						to the set the thirty of the set, it is the set of the		有文文学 严肃 有苦 之田孝 之类由三 医	7 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	9 F # # 4 C C # # 4 C C C C C C C C C C C C	* * * * * * * * * * * * * * * * * * *	f					
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y Identified	8	*	*	*	**	***************************************	*	* *	**	**	***	**	*	*	**	*	* *
Qualified	*	* *	*	*	* *	**	***	***	***	***	***	* *	*	*	**	* *	*

or tnose Identified	8	**************************************	****	* * *	*	<b>*</b> *	**	**	*	**	* *	* * *	*	* *	*, * *	* * *	* *
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of those Identified	8	100.00%	73.24%	26,76%	%00'00	%00.00	71.83%	25.35%	%00.00	01.41%	%00.00	%00.00	%00.00	%00:00	%00.00	%00'00	01.41%
1910 RCLF	4	99.98%	43.42%	56.56%	04.74%	05.27%	30.24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.07%	00.08%	00.24%	00.40%	00.67%
2001														Calculation of the calculation o			Chi. Rest Chelo Liver Per Vertical Construction
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of those Identified	8	%10000T	77.28%	22.73%	500°00	%00'00	75.76%	22.73%	01.52%	%00:00	%00.00	%00.00	%00.00	%00:00	%00.00	%00.00	00.00%
2001 RCLF	5	99.98%	43.42%	56.56%	04.74%	05.27%	30.24%	39.74%	04.89%	07.79%	02.57%	02.34%	00.07%	00.08%	00.24%	00.40%	00.67%
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of those Identified	8	100.00%	64.29%	35,71%	%00'00	%00'00	64.29%	35.71%	%00.00	%00'00	%00.00	%00'00	%00'00	9,000'00	00,00%	00.00%	%00.00
2003 RCLF	<b>#</b>	100.01%	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	01.09%
2010																	
Total Received	*	*	*	*.	*	*	* * *	*	**************************************	* * *	*	* *	*	* *	*		*
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y Identified	%	* *	**	*	*	* *	* *	* *	******	*	*	*	*	*	**	* *	* *
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Selected	*	2	17	4	0	0	1	4	0	0	0	0	0	0	0	o	0
Identified	8	100.00%	80,95%	19.05%	%00.00	%00.00	%56'08	19.05%	%00.00	%00.00	<b>%00.00</b>	%00:00	%00.00	%00'00	%00'00	%00:00	%00:00
2010 RCLF	Ľ,	100.01%	65.07%	34.94%	04.20%	02.15%	50.59%	27.43%	06.50%	03.64%	02.24%	01.07%	00.12%	00.01%	00.33%	00.14%	01.09%
2210	,	Personal Pennantenna (Foldberreit	>		A strategies de des constitues es transcessor	Authorities of the following of the following factors of the facto	and the second s	* * * * * * * * * * * * * * * * * * * *	***************************************			* 1 * * * * * * * * * * * * * * * * * *					A comment of the state of the s
Total Received	*	**	**	* * *	* * *	*	** **	**	** ** **	*	* *	*	***************************************	*	*		**************************************
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y Identified	8	*	*	**	***************************************	**************************************	* * *	* *	*	**************************************	**	**	***		*	***	***
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or those Identified	*	**	*	*	**	*	** **	**	**	*		**	***	6 * 3 ** 3 ** 3	*	**	*
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Identified	8	100.01%	76.75%	23.26%	%00.00	%00'00	74.42%	23.26%	02.33%	%00.00	%00°00	%00.00	%00'00	00:00%	%00'00	00.00%	00:00%
2210 RCLF	u,	100,00%	66.77%	33.23%	03.14%	01.55%	50.42%	24.73%	04,29%	03,48%	07.40%	02.89%	%50.00	00.02%	00.24%	00.11%	01.23%

Primary Criteria: Department\_of\_Defense\_Logistics\_Agency

Secondary Criteria:

None

RCLF Criteria: MSA

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

This fixed list of major occupations was identified by the DLA 1-14 and Corporate EEO Office.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2007

			4								RACE/E	RACE/ETHNICITY						
		Σ	EMPLOYEES		Hispanic or	nic or	Non-Hisp	Non-Hispanic or Latino	atino	•	- Condessable de Marie de Condessable de Condessabl	Trems to compare management of the compared to	Contractives the second and fundamental learning decisions and second se	and desired determines of the formatters are assessment of the first o				francist dendlem the funds of solution (1994)
				oosaanaan ee dhaanaan ah			White	2	Black or African American	. African rican	<b>S</b>	Asian	Native Hawallan or Other Pacific Islander	Native Hawalian or Other Pacific Islander	America or Alask	American Indian or Alaska Native	Tw more,	Two or more/Other races
		7	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	*	1,469	980	489	H	2	056	477	22	7	4	2	-	0	<b>T</b>	<b>+4</b>	1	0
	8	100.02%	66.72%	33.30%	00.07% 00.14% 64.6	00.14%	64.67%	32.47%	01.50%	00.48%	00.27%	00.14%	96.000	%00'00	00.07%	00.07%	00.07%	%00'00
Temporary	*	114	68	46	0	0	29	45	0	-		0	0	0	0	0	0	0
-	8	100.00%	59.65%	40.35%	00.00%	.88 %00.00	58.77%	39.47%	%00.00	00.88%	%88.00	%00.00	%00'00	%00'00	%00.00	%00.00	%00.00	00.00%
Non-	*	0	o	0	o	0	0	0	0	0	0	0	0	0	0	0	0	0
	8	%00.00	%00.00	90.00%	0.00% 00.00% 00.00% 00.00% 00.00	%00.00	%00.00	%00.00	00.00%	%00'00	00.00%	9600.00	200.00%	%00'00	%00'00	%00.00	%00:00	00.00%
TOTAL	*	1,583	1,048	535	#	2	1,017	522	22	80	5	2	-	0	H	1	=	0
	8	100.001%	66.20%	33.81%	66.20% 33.81% 00.06% 00.13% 64.2	00.13%	64.25%	32,98%	01.39%	00,51%	00.32%	00.13%	%90'00	00.00%	%90.00	.00.06%	%90.00	%00'00
ROLF	%	%86.66	55.24%	44,74%	55.24% 44.74% 05.41% 03.65% 40.86%	03.65%	40.86%	32.97%	05.83%	05.54%	01.82% 01.54%	01.54%	00.00	00.05%	00.37%	00.30%	00.88%	%69.00

Primary Criteria: Department\_of\_Defense\_Logistics\_Agency

Secondary Criteria: None

RCLF Criteria: National

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Workforce - Distribution by Race/Ethnicity and Sex FY 2007

GRADE: GS 13/14 Total # *** Applications # *** Received % ***	EMPLOYEES	v	The second secon	· Commercial commercia						annual de California de la constante de la con	and the second second second second second second second	Company of the same of the sam	SAN STATE OF THE SAN ST			
41/8 # % #		-,	Hispanic or		Non-Hispa	on-Hispanic or Latino	ino						4	A STATE OF THE STA	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	III JA AAAAA JA TA
3/14 # # #			Lati	2	White	9	Black or African American	African	Asian		Native Hawalian or Other Pacific Islander	awaiian Pacific der	American Indian or Alaska Native	n Indian a Native	Two or more/Other races	or Other
3/14 # % #	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
# % #	***************************************	American communication of the desired of the desire	and manufacture of the control of th	to the state of th		AA I Lumanusuusuusuusuusuusuusuusuusuusuusuusuusu			A Comment of the second	To Black to the State St	o, Bulle, në osa nanon ve napreferë prijedhe	adina namba se va mesos de mis de obrambo	. De desentation of the section of t	Company of the second of the s	eles bestevilenden missed on on one of the	wydrenyy-frantsial-ddyla alaen
% #	*	*	* *	*	*	* * *	*	*	**	*	* *	*	***	***	A THE RESIDENCE OF THE PARTY OF	***
#	*	***	***	***	***	*	*	* *	* *	* * *	* *	* *	*	*	***	* *
Control of the Contro	*	* * *	**	***	*	***	**	***	***************************************	And the state of t		*	**	* *	***************************************	****
***	*	***	* *	***	*	*	* *	* *	***	* *	***	*	* *	* *	*	*
Selected # 533	291	242	_		236	174	9	55	•	ø		•	*	•	•	0
% 100.00%	6 54.59%	45.41%	01.31%	01.31%	44.28%	32.65%	07.50%	10.32%	00.75%	01.13%	%00.00	%00.00	00.75%	00.00%	%00.00	%00.00
Relevant Pool 6,039	3,239	2,800	133	88	2,554	1,963	417	029	88		9	•	R	24	8	~
GRADE: 65 15	A contract and the cont	AND THE RESERVE AND THE PARTY OF THE PARTY O	NAME AND PROCESSION VALUES FOR STREET, THE PROCESSION AND ADDRESS OF THE PROCESSION ADDRESS OF THE PROCESSION AND ADDRESS OF THE PROCESSION AND ADDRESS OF THE PROCESSION AND ADDRESS OF THE PROCESSION ADDRESS OF THE	General Grande Account of Admin	considerated at mobile commerce (Arthritis to Arthritis and Arthritis an	Transition of the Common of th	Agreempends for demandrates for made of the									
Total # ***	*	*	***	**	***	**	**	**	*	***	***	* *	*	*	*	***************************************
Applications Received % ***	*	* *	**	*	*	*	*	* *	*	* *	*	* *	*	* * *	*	*
Qualified # ***	*	*	*	* *	**	・ ・ ・ ・ ・ ・ ・ ・ ・ ・ ・ ・ ・ ・ ・ ・ ・ ・ ・	*	*	*		* *	* *	*	* *	* *	**
***	*	*	*	* *	* *	* *	***	* *	* *	**	* *	*	* *	* *	*	*
Selected # 60	38	22	m	0	32	22	7	0	•	9:	•	•	-	•	9	0
% 100.00%	% 63.33%	36.67%	02:00%	%00.00	53.33%	36.67%	03.33%	%00.00	%00'00	00.00%	%00.00	%00.00	01.67%	00.00%	%00.00	00.00%
Relevant Pool 791	454	337	12	20	385	246	45	89	٥	#	-	•	7	7	**	0
GRADE: SES	the tas the character of the second terms of t	Married and the control of the contr	A CONTRACTOR OF THE CONTRACTOR	A share A state and a state an	The same of the sa	managament, Managament, Managament, and Community of the	AND AND ADDRESS OF THE ADDRESS OF TH	Apple Assessment Community of the Apple	A Avenue A Landon Company of Avenue A Landon Com	The saletin saletinities of the saletinities o						
Total # ***	* *	*	* *	*	**	*	***	*	**	*	*	*	* * *	* * *	*	**
Received % ***	* *	* *	* *	**	* *	* *	**	* *	* *	* *	*	* *	*	* *	*	*
Qualified # ***	*	*	*	**	* *	*	*	*	*	***	**	*	* *	*	*	* *
***	*	* *	*	* *	*	* *	*	* * *	* *	*	* *	* * *	* *	* * *	*	*
Selected # 2	•	7	0	0	o	٨	0	•	0	0	•	0	0	•	0	0
% 100.00%	% 00.00 %	100.00%	00.00%	%00.00	%00.00	100.00%	00.00%	%00.00	00.00%	%00.00	00.00%	%00.00	00.00%	00.00%	%00.00	00.00%
Relevant Pool 1,111	667	444	19	12	222	338	8	79	9			•	m	<b>N</b>		•

Primary Criteria: Defense\_Defense\_Logistics\_Agency

Secondary Criteria: None

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

The Relevant Pool for Internal SES selections is limited to Agency employees at the GS-14 and GS-15 grade level.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

\*\*\* This data is not available.

# Table A13: EMPLOYEE RECOGNITION AND AWARDS - Workforce - by Race/Ethnicity and Sex FY 2007

					Commence of the contract of	· Samuel and a second second second												
		E E	EMPLOYEES		Hispanic or Latino		Non-Hispani	spanic or Latino		y	Account North St. Strategers and a		And the second s		**************************************		Two oil	
						and the state of t	White	<b>2</b>	Black or African American	Virican	Asian	man de and programming of the department of	Native Hawailan o Other Pacific Islander		American Limien Alaska Native	 5	more/Other races	r races
		<b>A</b>	male	female	male	female	mate	female	male	female	male	female	male	female	male	female	male	female
Time-off Awards		- 1-9 hours		America America ( ) America (		The state of the s		A present to the part of the p					*	28	22	14	0	0
		5.430	2,805	2,625	100	71	2,042	1,652	608	860	32	<b>o</b>	The second secon	A STATE OF THE STA	To be the second		%00'00	00.00%
off Awards	* 8		-	48.35%	01.84%	01.31%	37.61%	30,42%	11.20%	15.84%	%65.00	%00°00	00.02%	#7c.B	100	21 <u> </u>	<u> </u>	0
	\$				529	415	10,348	8,527	3,402	4,850	165	0	4	161	+0T	3	Section of the sectio	Co
Total Hours Average Hours	2	28,565 5.26	5,19	5.34	5.29	5.85	<b>50:5</b>	91.5	2.60		5.16	000	8	<b>12</b>	\$	3	100 A. C.	
Time-off Awards		9+ hours	an angular de manana ana de de l'anno anno e a d'a dell'alta	The second section is a second section of the second section s	The second secon	2	A man on the partition of the Assessment Act	Strament Constitution of the second of	Terrepression de des condesses es de descendo de de	er e	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<	0		<b>R</b>	2	0	0
stai Time-	*	029	277	343	13	89	220	245	34	7.8	7	۸		707 400	00 48%	00.32%	3,00'00	900:00
off Awards over 9	L	%56.56	44.67%	55.32%	02.10%	01.29%	35.48%	39.52%	05.48%	12,58%	9861.10	01.45%	8			Q	0	0
hours		and and the second seco	4364	0 037	365	226	6,139	6,482	980	2,021	188	220	0	40	92	40	D. L. Constant	8
Total Hours Average Hours	SJE	27.10	28.03	26.35	28.08	28.25	27,90	26.46	28.82	25.91	26.86	***	90'0	<b>%</b> 0.00	30.67	24.00	3	
	44.	- 4100 - 4500	The second secon	The state of the s	A TANK AND THE PARTY OF THE PAR	and the state of a magnificant specification of the state					A parability of state of the second s	Assessment to question A very other A diver-	man A A man and a second and a	Average Ar A state process of the process of the party of	Annah ang	90	ď	C
Casil Awares	1	14.057	8 944	5.313	499	199	6,574	3,463	1,416	1,417	284	180	20	16	171	8	2000	- VOI- VOI-
Total Cash Awards \$500 and	* 8	100.00%	62.73%	37.27%	03.50%	01.40%	46.11%	24.29%	09.93%	%56.94%	01.99%	01.26%	00.35%	00 11 % 00 11 %	%58 00 00 85%	8 7 8		( ) ( )
under				003 665	120 331	62.490	2,020,715	1,178,563	433,091	461,964	72,414	52,825	11,905	4,830	35,468	12,920	0	>  } 
Total Amount	#	4,486,516	2,712,924	7,175,034	*00/607				ant R6	326.02	254.98	293.47	238.10	301.88	293.12	340.00	8	8
Average		314.69	303.32	333.82	279.22	31,60	*	<b>3</b>		A And MANAGEMENT AND						America Apparities of		And the second
Cash Awards -	\$\$ - SP	\$501+			manas as delle syconomic mendes delle reporde	ana ny mpanamakan di ka		A STATE STAT	V W Wymmas the state was programmed a stable to	the designate of the stability of the common has defined the control	·	10	sh	7	47	34	2	0
Fotal Cash	**	9,644	950'5	4,588	189	140	3,923	3,197	69/	L'TI	177	1	no oga	.00.07%	966*00	.00.35%	00.02%	00,00%
Awards \$501 and over	8	%86.98	52.42%	47.56%	01.96%	01.45%	*0.68%	33.15%	07.97%	88 1					76.073	48.551	3,500	0
Total Amount	Į,	14,538,839	7,749,464	6,789,375	259,818	200,830	6,181,134	4 4,857,524	1,054,833			F	6,200			10,22	_22	00.0
Average Amount		1,507.55	1,532.73	1,479.81	1,374.70	1,434.50	1,575,61	1,519,40	1,371.69	1,378.05	1,387.55	1,426.62	8			<b>!</b>	2000	
Quality St	ep Inc	Quality Step Increases (QSIs)	**************************************	and the second of the second o	A Company of the Comp	AVANT III.	A contract of the contract of			7,77	A Avenue on the second	yaaaaada Valquada W. Maraya Amaa	ma de l'ampanissa na dedebi e desaminato de l'ampa		2	٦	0	0
Total QSIs	*	205	243	297	4	9	195	201	26	43	·		_ []	3000	8	90	%00°00	%00:00
Awarded	8	, 100.00%	48,12%	51,88%	03.37%	01.98%	38 61%	39,80%	05.15%	08.51%	<b>ک</b>	<b>5</b>	<b>5</b> /2					***
Total Ranofit	<del>}</del>		**	**	***	***	*	* *	* *	* *	*	*	* *	*		adia and Annia and Annia and Annia and Annia and Annia	and the second s	***
		***		###	**	***	***	***	**	*	*	•	***	***************************************	*			

Secondary Criteria: None

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions for NOA codes included in the types recognition and awards.

\*\*\* This data is not available.

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Table A14: SEPARATIONS BY TYPE OF SEPARATION - Workforce - by Race/Ethnicity and Sex FY 2007

	, a service of the	na a sa sa na mana an a	TOTAL								RACE/	RACE/ETHNICITY						
		<b>ū</b>	EMPLOYEES	ι <b>λ</b>	Hispanic or	nic or	Non-His	Hispanic or Latino	atino	To prove setting on a bound document of the set of the set of the set	NATIONAL PROPERTY AND	the constitution production and the constitution of the constituti		America de la compansa de la compans	reference A & A state of the second management of the second date of the		mathdassistatishid	The desired of Authority Addition of the Authority Addition
	The second secon			-		}	*	White	Black or Ame	Black or African American	2	E	Native Hawalian or Other Pacific Islander	lawalian r Pacific rder	America or Alask	American Indian or Alaska Native	Tw more,	Two or more/Other races
:		7	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	**	1,585	1,025	560	52	25	821	403	118	114	26	12	0	-	7	5	-	0
and the second s	8	100.00%	64.66%	35.34%	03.28%	01.58%	51.80%	25.43%	07.44%	07.19%	01.64%	00.76%	2,00.00	20.06%	00.44%	00.32%	%90'00	00.00
Involuntary	#	166	122	44	4	- Constitution and Constitution and Constitution of Constituti	86	31	19	12	-	0	0	0	0	0	0	0
	8	100.00%	73.50%	26.50%	02.41%	00.60%	59.04%	18.67%	11.45%	07.23%	900.00	%00.00	200.00	%00.00	%00.00	%00°00	%00'00	90.00
Total	*	1,779	1,166	613	57	26	931	438	140	130	28	12	-	The second secon	8	9	1	0
	8	100.00%	65.54%	34.46%	03.20%	01.46%	52.33%	24.62%	07.87%	07.31%	07.31% 01.57%	%/9'00	%90°00	%90'00	00.45%	00.34%	%90'00	20.00%
Total Work Force	*	20,894	12,165	8,729	648	329	8,633	5,491	2,359	2,539	336	233	47	26	125	95	17	16
	8	%66'66	58.22%	58.22% 41.77%	03.10%	01.57%	41.32%	26.28%	11.29%	12.15%	01.61%	01.12%	00.22%	00.12%	9609.00	00,45%	%80.00	980'00

Secondary Criteria: None

Appointment Type Criteria: Permanent and Temporary

Data from: 9/30/2007 Printed on: 03/19/08

Data shown includes WG grades for full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions for NOA codes included in the types of separations.

#### Table B1: Total Workforce - by Disability FY 2007

90 20 ence	*	1	[05] No	Service of Charles And American Commence	Amperoposition and a second										
7 v			.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of
			*	000 c o o o o o o o o o o o o o o o o o		ma consequence of the first of the first of the consequence of the first of the consequence of the consequen	\$ 100 miles   100	The state of the s				A			*
b.	*	20,927	18,556	522	1,438	4 4 4	110	93	26	09	21	53	42	55	41
8	%	100.00%	88.67%	02.49%	06.87%	01.96%	00.53%	00.14%	00.12%	%65 <b>2.00</b>	.00.10%	.00.25%	00,20%	%97.00	00,07%
ence	*	20,894	18,591	479	1,420	404	111	31	24	25	20	54	39	55	13
ence	8	100.00%	88.98%	02.29%	%08'90	01.93%	00.53%	.00.15%	%11.00	00.27%	00.10%	.00,26%	%61'00	00,26%	9690'00
	<b>*</b> 14:	-33	35	-43	-18	-7	111	31	24	57	20	54	39	55	13
Ratio Change	° %	%00.00	00.31%	-00.20%	-00.07%	-00.03%	00.00%	%10.00	-00.01%	-00.02%	%00°00	% <b>†0'00</b>	%10'00	%00'00	-00'01%
Net Change	%	-00,16%	00.19%	-08.24%	-01.25%	-01.70%	00.00%	%00.00	%00.00	00.00%	00.00%	00.00%	00.00%	%00.00	%00.00
DLA Goal	8	-			•	03.00%		•	* The state of the	7.5	•				•
PERMANENT	Arbania Arbania	Method v. vehindrassapanovy, v. stala	A to B to B A to B to B to B to B to B t	The second secon	Total and According to the Control of the Control o	A de description of the second	All and the second seco		Account of the second of the s			8 20 20 20 20 20 20 20 20 20 20 20 20 20	And the second s	manasana da ma	
FY 2006	*	20,825	18,464	520	1,430	41.1	110	30	26	09	21	53	42	55	14
<b>J</b>	% 10	100.00%	88.66%	02,50%	06,87%	962670	00.53%	00.14%	00.12%	90.29%	00,10%	00.25%	00,20%	00.26%	.00.07%
FY 2007	#	20,839	18,549	478	1,414	398	T	28	24	56	20	53	39	54	13
	%	100.00%	89.01%	02.29%	06.79%	01.91%	00,53%	00.13%	00.12%	00.27%	00.10%	00.25%	00.19%	00,26%	%90'00
Difference	#	14	85	-42	-16	E 7	III	28	24	26	20	53	39	54	13
Ratio 9	8	%00.00	00.35%	-00.21%	-00.08%	-00.06%	%00°00	%10.00-	00.00%	-00.02%	%00'00	%00'00	%10°00-	%00.00	-00.01%
Net %	ō %	00.07%	00.46%	-08.08%	-01.12%	-03.16%	%00.00	00,00%	%00.00	00.00%	00.00	00.00%	00.00%	00.00%	%00.00
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FY 2006	#	102	92	2	8	0	0	0	0	0	0	0	0	0	
6	% 10	100.00%	90.20%	01.96%	07.84%	00.00%	%00.00	%00'00	%00.00	%00 00	%00'00	00.00%	%00°00	%600'00	%00.00
FY 2007	#	55	42	<del></del>	9	9	0	m	0	-	0		0	H	
• · · · · · · · · · · · · · · · · · · ·	% 10	100.00%	76.36%	01.82%	10.91%	10.91%	%00.00	05.45%	%00.00	01.82%	%00'00	01.82%	00.00%	01.82%	00.00%
Difference #	*	-47	-50	Ţ	-2	9	0	K	0	-	0	-	0	-	0
Ratio %	%	. %00.00	-13.84%	-00.14%	03.07%	10.91%	. %00.00	05.45%	%00.00	01.82%	%00.00	01.82%	%00'00	01.82%	%00:00

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A design of the second of the	-50.00%
and the second s	46.08% -54.35% -50.00%
	-46.08%
	%
Change	Net Change

Secondary Criteria:

None

Location Criteria: All Locations Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard DLA measure of change of representation and is called Change % in other DLA reports. Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

### Table B2: TOTAL WORKFORCE BY COMPONENT - Workforce - by Disability FY 2007

		TOTAL	•	<b>Total by Disability Status</b>	ability Stat	tus				Detail R	Detail for Targeted Disabilities				
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mentai Retardation	[91] Mental Iliness	[92] Distortion of Limb/Spine
TOTAL	*	20,894	18,591	479	1,420	8	1	The second secon	and the second s	22	20				13
	8	100.00%	88.98%	02.29%	06.80%	01.93%	00.53%	00.15%	00.11%	00.27%	00.10%	00.26%	00.19%	00.26%	00.06%
Federal High	8	(1)			Service College Control	Section Control of the Control of th	and the second s	A second	Bayes common and change concerns on a state of the concerns of						
. B	*	79	73	The state of the s	4	The second secon	+	0	O The state of the	0	0	O The state of the	0		0
	8	100.00%	92.41%	01.27%	05.06%	01.27%	01.27%	%00.00	00.00%	%00'00	%00'00	%00'00	%00°00	00.00%	%00:00
82	*	33	31	+	-	0	0	o	0	O CONTRACTOR OF THE CONTRACTOR	0	0	0	0	0
	8	100,00%	93.94%	03.03%	.03.03%	00.00%	%00'00	00.00%	00.00%	%00'00	%00°00	\$00.00	%00'00	%00.00	%00.00
48	#	15	13	2	0	0	0	0	0	0	0	0	0	0	0
	8	100.00%	86.67%	13.33%	00.00%	\$ 8 8	%00.00	%00.00	%00.00	%00°00	%00.00	%00.00	%00:00	%00°00	%00.00
82	*	136	118	-	15	2	0	0	0	0	0	2	0	0	0
11 90 1	8	100.00%	86.76%	00.74%	11.03%	01.47%	%00.00	%00'00	%00.00	%00°00	%00'00	01.47%	%00'00	%00'00°	%00.00
88	##.	121	109	ſ	9	***	-	0	0	0	0	0	O Comprehensive in Comprehensive Comprehensi	0	0
	8	100.00%	90.08%	04.13%	04.96%	%28.00	00.83%	%00.00	%00'00	00.00%	%00.00	%00'00	%00°00	%00°00	%00'00
8	*	2,467	2,165	99	180	99	41	Actoria de constante de constan	American was received to the second to the s	12	-	6	3	۲	0
	8	100.00%	87.76%	02.68%	07.30%	02.27%	00.57%	00.20%	00.20%	%65¥.00	00.04%	%98'00	00.12%	00,28%	%00:00
DF.	#	4	9	0	-	A sussessibles and to A the Articulations A foundation of the	0	0		0	0	0	0	0	0
	8	100.00%	85.71%	00.00%	14.29%	%00.00 %00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00:00	%00.00	%00'00	%00'00
W O	*	2,309	2,080	33	154	42	13	н	0	П	~	S	10	σ	<del></del>
,	8	100.00%	90.08%	01.43%	06.67%	01.82%	00,56%	00.04%	%00'00	00'04%	%60'00	00.22%	00,43%	00,39%	.00.04%
D.	*	12	11	0	H	C. Indonesia and the control of the	0	0	American construction and a second construction of the second construction	0	0	0	0	0	0
	8	100.00%	91.67%	00.00%	08.33%	%00.00	%00'00	%00'00	%00'00	%00.00	%00'00	%00'00	%00.00	%00:00	%00:00
20	*	19	15	<b>,</b> 1	m	•	0	0	0	0	0	0	0	0	0
	8	100.00%	78.95%	05.26%	15.79%	%00.00 %00.00	%00'00	00.00%	00.00%	%00:00	%00'00	%00.00	%00'00	%00.00 %00.00	00:00%
DW	*	^	ħ	0	2		0	0	0	0	0	0	0	0	0
	8	100.00%	71.43%	%00'00	28.57%	00.00%	%00.00	%00.00	00.00%	00.00%	%00'00	%00.00	00,00%	%UU UU	70.00

G1         %         100.00%         87.56%           G2         #         41         40           G2         #         100.00%         97.56%           G2         #         100.00%         97.56%           G3         #         100.00%         97.56%           G3         #         203         272           %         100.00%         92.83%           G5         #         121         112           %         100.00%         92.83%         6           G7         #         121         112           %         100.00%         92.56%         6           G7         #         111         99           G8         #         110         99         90           G9         #         100.00%         92.16%         90           G9         #         100.00%         90.00%         90           G9         #         100.00%         86.14%         90           G8         #         17         15         90           G9         100.00%         86.14%         90         90           G8         100.00%         86.14% </th <th>% 00.31% 0 0 31% 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0</th> <th>10.11% 1 1 1 0.2.44% 9 9 9 08.33% 112 04.10% 6 6 6 04.96% 7 7</th> <th>02.02% 0 00.00% 06.48% 5 5 5 01.96% 0 0 00.00%</th> <th>00.00% 0 00.00% 1 1 00.93% 0 00.00% 2 2</th> <th>00.16% 00.00% 2 2 01.85%</th> <th>%00:00 0</th> <th>00,16%</th> <th>999100</th> <th>00.31%</th> <th><b>00.62%</b></th> <th>00.62%</th> <th>%00.00 0</th>	% 00.31% 0 0 31% 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	10.11% 1 1 1 0.2.44% 9 9 9 08.33% 112 04.10% 6 6 6 04.96% 7 7	02.02% 0 00.00% 06.48% 5 5 5 01.96% 0 0 00.00%	00.00% 0 00.00% 1 1 00.93% 0 00.00% 2 2	00.16% 00.00% 2 2 01.85%	%00:00 0	00,16%	999100	00.31%	<b>00.62%</b>	00.62%	%00.00 0
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%     100.00%       #     51       %     100.00%       #     110       %     100.00%       #     2,251       %     100.00%       #     17       %     100.00%       #     1       %     100.00%       #     1       %     100.00%       1     %		04.96%	%00.00 0	0	0	0	0	0	0	0		0
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% 100.00% # 100.00% # 5 % 100.00% # 2,251 % 100.00% # 17 % 100.00% 1 00.00%		01.96%	00.00%	0	0	0	0	0	0	0	0	0
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%     100.00%       #     5       %     100.00%       #     1,251       %     100.00%       #     1       #     1       %     100.00%       1     %			The state of the s	0	0	O Commence and the commence of		0	0	0	0	0
# 5 % 100.00% # 2,251 % 100.00% # 17 % 100.00%	Strike Asserbanopen, Construction and Adoption of the Construction	%98.90	%16.00	%00°00	%00.00	%00.00	%16:00	%00°00	%00'00	%00°00	%00:00	%00.00
% 100.00% # 2,251 % 100.00% # 17 % 100.00% # 1	0	0	0	0	0	O	0	0	0	0	0	0
# 2,251 % 100.00% # 17 % 100.00% # 1	% 00.00 %	%00.00	%00000	00.00%	%00.00	00.00%	%00.00	%00°00	%00'00	%00°00	%00.00	%00.00
% 100.00% # 17 % 100.00% # 1	69	185	288	13	U.	= mprovest of the terror of th	5	8		4	~	<b>u</b>
# 17 % 100.00% # 1 % 100.00%	% 03.07%	08.22%	02.58%	00.58%	00.22%	00.18%	00.22%	%98.00	.00.49%	00.18%	%ex. uu	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
% 100.00% # 1 % 100.00%	0	2	0	0	0		0	0	0	0	0	C
# 1 % 100.00%	%00.00 %	11.76%	%00.00	%00'00	%00'00	%00.00	%00.00	%00.00	%00.00	%00 <b>'00</b>	%00'00	%00 00
100.00%	0	O	0	0	0	0	0	O	0	0	0	0
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% 100.00% 85.71%	%00'00 9	14.29%	%00.00 %	%00.00	00.00%	%00'00	20.00%	%00.00	%00'00	~ %00°00.	%00'00	%UU UU
<b>H8</b> # 83 76	4	ю	0	0	0	0	0	0	0	O TOTAL AND	0	
% 100.00% 91.57%	6 04.82%	03.61%	%00.00	00.00%	%00.00	00.00%	%00'00	%00.00	%600'00°	%00.00	%00.00	7%00 UO.
1,113	19	79	74	e	<b>T</b>	2	2	0	4	O CONTRACTOR OF THE PROPERTY O	A A A A A A A A A A A A A A A A A A A	T
% 100.00% 89.94%	01.71%	07.10%	01.26%	00.27%	%60'00	00.18%	00,18%	%00.00	%60'00	00.00%	%9C.00	%60'00

%         100.000         56.00         7.4         0.0	#	£ 25	24	-	0	•	0	0	0	0	0	0	0	0	0
4         444         424         414         424         414         424         414         424         414         424         414         424         414         424         414         424         414         614	<i>*</i>			04.00%	00.00%	00.00%	%00.00	والمرافد والمداوا	%00°00	%00.00	%00.00	%00'00	%00°00	%00.00	%00:00
1,	#	ļ	43	-	0	A COLOR OF THE COL	0	0	0	0	0	0	C 5/5/5/5/5/5/5/5/5/5/5/5/5/5/5/5/5/5/5/		
6         59         51         4         4         4         0	*			02.27%	%00.00	%00.00	%00.00	 	%00'00	%00.00	<b>200,00</b>	%00.00	%00.00	%00 00 <u> </u>	wu uu
4         10x1 0x74         6x44%         0x737%         0x127%         0x0 0x74	#		51	4	4	O Company of the Comp	0	0	0	0	0	0	0	0	0
4         650         73         12         1.2         1.2         1.2         1.2         1.2         1.2         0.0         0.0         0	*			06,78%	. 06.78%	%00'00	%00'00	يُجْمِينَ أَوْ	%00'00	%00'00	%00°00	%00.00	%00.00	%00.00	%00°00
4         100 000         E2.02*         0.33*         13.46*         0.0.00%<	32 #		73	3	12	The state of the s	0	O Comment of the Comm	The contraction of the contracti	0	0	0	0	and an analysis of the second	0
4         1,236         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         1,126         0 <td>*</td> <td></td> <td></td> <td>03.37%</td> <td>13.48%</td> <td>01.12%</td> <td>9600.00</td> <td>%00'00</td> <td>01,12%</td> <td>%00'00</td> <td>%00.00</td> <td>%00°00</td> <td>%00*00</td> <td>***************************************</td> <td>%00°00</td>	*			03.37%	13.48%	01.12%	9600.00	%00'00	01,12%	%00'00	%00.00	%00°00	%00*00	***************************************	%00°00
%         100 000%         69 40%         02.10%         00.009%         00.00	#	ļ	1,105	27	93	##	T The second sec	0		3	0	The second secon	O Antonio function	4	A The second sec
4         100         00         0	*			02.18%	07.52%	00.89%	90.00	%00'00	%80°00	00.24%	%00'00	00.08%	%00.00	00.32%	%80.00
%         100.00%         0.0.00%         00.00% <td>*</td> <td></td> <td>10</td> <td>0</td>	*		10	0	0	0	0	0	0	0	0	0	0	0	0
4         600         726         11         51         12         2         2         1         1         51         12         2         2         1         2         0	8		}		%00'00	%00.00	,00.00%	00.00%	%00'00	%00.00	%00'00	%00.00	%00.00	%00'00	%00:00
%         100.00%         90.73%         01.38%         00.23%         00.23%         00.23%         00.23%         00.23%         00.23%         00.23%         00.00%	*		726	11	51	12	2	2	7	-	2	2	0	0	2
#         111         111         0 <td>8</td> <td></td> <td></td> <td>01.38%</td> <td>06.38%</td> <td>01.50%</td> <td>00.25%</td> <td>00.25%</td> <td>00.13%</td> <td>% £1:00</td> <td>00.25%</td> <td>00.25%</td> <td>%00°00</td> <td>%00'00</td> <td>00.25%</td>	8			01.38%	06.38%	01.50%	00.25%	00.25%	00.13%	% £1:00	00.25%	00.25%	%00°00	%00'00	00.25%
4         100.00%         100.00%         00.00% <td>* 1</td> <td>-</td> <td>TI</td> <td>0</td>	* 1	-	TI	0	0	0	0	0	0	0	0	0	0	0	0
4         1,377         1,242         23         68         444         15         1         0         7         0         2         10         7         0         7         0         7         0         7         0         7         1         1         1         1         1         1         1         1         2         0	8				%00'00	00.00	9600.00	00,00%	%00'00	%00'00	%00.00	%00.00	%00'00	%00'00	00:00%
%         100.00%         90.20%         01.67%         04.94%         01.09%         00.00%         05.1%         00.15%         00.03%         00.15%         00.03%         00.15%         00.03%         00.03%         00.00%	#		1,242	23	89	***	15	***	0	7	0	2	10	7	2
#         81         72         0         7         2         0         0         0         1         0         1         0         1         0	8			01.67%	04.94%	03.20%	01.09%	\$ 00.07%	%00'00	00.51%	%00.00	00.15%	00.73%	00.51%	00.15%
%         100.00%         88.89%         00.00%         08.64%         02.47%         00.00%         00.00%         01.23%         00.00%         01.23%         00.00%	#	^\ 	72	0	^	N	0	o	A NAVama at kanggapa kanggapa an anda at	A April Anna American	0	-	0		0
#         288         265         1         15         7         3         0         1         0         0         1         2         0         0           %         100.00%         92.01%         00.35%         01.04%         00.00%         00.035%         00.00%				00.00%	08.64%	02.47%	%00.00	%00.00	%00.00	01.23%	%00.00	01.23%	%00.00	%00'00	%00:00
100.00%         92.01%         00.35%         05.21%         02.43%         01.04%         00.00%         00.00%         00.00%         00.05%         00.00%	# Q		265	-	15	7	e	O CONTRACTOR OF THE PROPERTY O	THE THE THE PARTY OF THE PARTY	0	0	The state of the s	2	0	0
110         97         4         7         2         0         0         0         1         0         1         0         1         0         1         0         1         0			···	00.35%	05.21%	02.43%	01.04%	%00'00	00,35%	%00'00	%00.00	00.35%	%69.00	%00.00	%00.00
100.00%         88.18%         03.64%         06.36%         04.82%         00.00%	# #			4	7	N	0	0	0	-	0	And a common constitution of the constitution	O	0	0
77         72         1         4         0		i		03.64%	%98.90		%00.00	%00.00	%00'00	00.91%	%00.00	%16'00	%00'00	%00:00	%00.00
100.00%         93.51%         01.30%         05.19%         00.00%	# 0		72	-	4	0	0	0	O THE PERSON AND ADDRESS OF THE PERSON ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON ADDRESS OF TH	0	0	0	O CONTRACTOR OF THE PARTY OF TH	Company of the control of the contro	O CONTRACTOR OF THE CONTRACTOR
237         212         5         17         3         1         0         0         0         0         2         0         0         0           100.000%         89.45%         02.11%         07.17%         01.27%         00.42%         00.00%         00.	8		93.51%	01.30%	05.19%	%00'00	%00'00	%00'00	00,00%	%00'00	%00.00	%00'00	%00°00	%00.00	%00:00
100.00%         89.45%         02.11%         07.17%         01.27%         00.00%         00.41%         00.00%         00.00%         00.00%         00.41%         00.00%         00.00%         00.41%         00.00%	#	237	212	Ŋ	17	٣	-	0	0	0	0	2	0	O O	0
968         782         76         89         21         4         0         3         4         1         4         0         4           100.00%         80.79%         07.85%         09.19%         02.17%         00.00%         00.31%         00.41%         00.41%         00.00%         00.41%	%		89.45%	02.11%	07.17%	01.27%	00.42%	%00.00	00.00%	960000	%00 00	00.84%	%00'00	%00.00	%00°00
100.00% 80.79% 07.85% 09.19% 02.17% 00.41% 00.30% 00.31% 00.41% 00.10% 00.41% 00.00% 00.41%	* 5	<u>}</u>	782	76	68	21	4	0	n	4		4	0	4	The second secon
	8		80.79%	07.85%	09.19%	45,536	00.41%	%00'00	00,31%	00.41%	00.10%	00.41%	%00'00	00.41%	00.10%

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	% 100.00%	91.67%	%00.00	08.33%	%00.00	%00.00	.00.00%	%00'00	%00'00	%00°00	%00'00	%00'00	%00'00	%00'00
Ľ	# 413	329	10	34	97	7	Company of the force to the commentations		0	0	0	The contraction of the contracti	A STANDARD CONTRACTOR OF THE STANDARD CONTRACTOR	O
	% 100.00%	86.92%	02.42%	08.23%	02.42%	01.69%	%00:00	00.24%	9600'00	%00'00	%00'00	00.24%	00,24%	%00'00
Ē	# 32	28	-	m	The second secon	0	0	O	O			O	0	0
	% 100.00%	87.50%	03.13%	09.38%	%00°00	00.00%	%00.00	%00'00	%00.00	%00°00	%00'00	%00.00	%00.00	%00°00
¥	# 14		~	4	The state of the s	0	0	0	0	T Commence of the Commence of	O Company of Administration of	0	0	0
	% 100.00%	50.00%	14.29%	28.57%	07.14%	00.00%	%00'00	%00'00	%00.00	07.14%	%00.00	%00°00	%00:00	%00°00
Ź	# 32	29	-	2	0	0	0	0	0	0	0	0	0	0
	% 100.00%	90.63%	03.13%	06.25%	%00.00	%00'00	%00°00	00.00%	%00°00	%00 00	%00.00	%00°00	%00:00	%00:00
ž	99 #	09	2	4		0	0	0	0	0	0	0	0	0
	% 100.00%	90,91%	03.03%	%90′90	%.00°00	%00.00	00.00%	%00'00	%00°00	%00'00	%00'00	9600'00	%00'00	%00°00
¥4	# 866	780	26	51	9	2	0		Т	1	0	0	7	0
agent and the second	% 100.00%	90.07%	03.00%	%68'50	01:04%	00.58%	%00°00	00.12%	00.12%	00.12%	%00.00	%00.00	90715%	%00'00
SA	6 #	7	0	74	0	0	0	0	0	0	0	0	0	0
	% 100.00%	77,78%	%00'00	22.22%	9600.00	%00:00	%00.00	%00.00	%00.00	%00.00	%00'00	%00.00	00.00%	00.00%
14	# 81	74	m	4	Commence of the second		0		0	0	0	0	0	0
	% 100.00%	91.36%	03.70%	04.94%	%00.00	%00.00	%00:00	%00'00	%00 00	%00'00	%00'00	%00.00	%00.00	%00'00
ΤA	# 2,716	2,510	24	130	22	9	13	4	1	3	5	2	8	0
	% 100.00%	92,42%	%88.00	04.79%	%16'10	00.22%	.00.48%	9651700	00.41%	%11.00	.00.18%	%/00/00	.00.29%	%00:00
5	# 84	76	O		The second of th	0	0	O The state of the	O CONTRACTOR OF THE PARTY OF TH	0	0	O	1	0
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×3	# 83	75	7	M	<b>**</b>	**************************************	0	0	O TABLE TO A TABLE TO	0	0	0	O Comments of the comments of	0
	% 100.00%	90.36%	02.41%	06.02%	01.20%	01.20%	%00.00	%00'00	%00.00	%00'00	%00.00	%00'00	%00:00	%00'00
<b>X</b>	# 33	52	•		0	0	0	0	0	0	0	0		
	% 100.00%	87.88%	%60'60	03.03%	%00'00	%00.00	%00°00	%00'00	%00.00	%00.00	%00.00	%00.00	%800.00	%00 UQ
Z0	# 725	640	15	44	26	18	0	0	3	0	2	Annum variation (1975)	-	0
•	% 100.00%	88.28%	02.07%	%20'90	03.59%	02,48%	%00.00	%00.00	00.41%	%00.00	00.28%	00.28%	00.14%	00.00%
47	# 12	TT	0	# 1	0	0	0	0	0	0	0	0	0	0
<b>Q</b> *	% 100.00%	01 670.		in and		The state of the s	A Fart of the section with the section of the Salah	elialis Distributiones y with a section in a second angel	A Committee on the contract of				-	

Secondary Criteria: None

RCLF Criteria: National

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 10/16/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Table B3: OCCUPATIONAL GROUPS - Workforce - Distribution by Disability FY 2007

Critical Incomplex         Clositive Clositive Cuttined Cutti	Occupational Category		Total WF		Total by Disability Status	bility Status	The state of the s				Detail	for Targete	Detail for Targeted Disabilities	ANTHORN COME A STAN COMMUNICATION OF THE COMMUNICAT	***************************************	AVAVATOR & VALUE INTERNATIONAL STREET
Long-less   3.56   2.47   1.05   2.5   1.1   2.5   0.1   2.5   0.1   2.5   0.1   0			1000	[05] No Disability	######################################	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	ļ	[92] Distortion of Limb/Spine
Liceles 4, 100 and 2, 2, 2, 2, 2, 3, 3, 3, 4, 5, 5, 5, 3, 4, 5, 5, 2, 3, 4, 5, 5, 5, 3, 4, 5, 5, 5, 5, 5, 5, 5, 5, 5, 5, 5, 5, 5,	Executive/Senior Level Officials	*	266	247	10	8	-	0	0	0	-	0	0	0	0	. 0
1,04   1,04   1,04   1,79	and Managers	8	100.00%	92.86%	03.76%	03.01%	00.38%	00.00%	00.00%	00.00%	00.38%	00.00%	00.00%	%UU UU	300 OO	00 000
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	d-Level	*	1,943	1,798	38	66	80	-	0	2	7			2222	20.00	9,000
4. 6,404         4. 6,404         7,465         235         513         117         15         144         111         22         8         17         0.0.20%         0.0.12%         0.0.20%	nagers	8	100.00%	92.54%	01.96%	05.10%	00.41%	00.05%	00.00%	00.10%	00.10%	00 05%	00 05%	00 0064	, vo 000	2 00
100 00% 8881% 02.56% 97.06% 01.39% 00.13% 00.13% 00.13% 00.13% 00.13% 00.13% 00.20% 00.00% 00.20% 00	st-Level	*	8,404	7,469	225	593	117	15	14	11	22	8	17	P. 20.55	0.000 8.0000	7
100,00%   89,81%   02,24%   02,224%   02,522%   02,523%   00,23%   00,23%   00,23%   00,146%   00,146%   00,16%   00,16%   00,16%   00,16%   00,10%   00,14%   00,10%   00,14%   00,1	Jagers	8	100.00%	88.87%	02.68%	07.06%	01.39%	00.18%	00.17%	00.13%	00.26%	00.10%	00.20%	00.00%	00.27%	. 00 00
The column	fessionals	*	2,522	2,265	59	142	95	15	6	9	8	4	Compression states a seem and a seemant uniques, of the first	0	4	
10,000%   1,000%			100.00%	89.81%	02.34%	05.63%	02.22%	00.59%	00.36%	00.24%	00.32%	00.16%	00.36%	00.00%	00.16%	00.04%
4         100.00%         83.38%         01.46%         11.17%         00.40%         00.40%         01.46%         00.00%         03.40%         00.00%	hnicians	*	206	173	٣	23	7		0	0	60	0	Z	O	-	
# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			100.00%	83.98%	01.46%	11.17%		00.49%	00.00%	00.00%	01.46%	00.00	00.97%	00.00	00.49%	%00 <sup>-</sup> 00
%         00.00%	ŭ	#	0	0	0	0	0	0	0	0	0	0	O Company of the Address of the Company of the Comp	0	O	
and 4 3,090 2,621 73 280 116 43 7 7 4 15 5 5 15 15 15 9 10.00   4 602 618 89.31% 01.30% 02.36% 09.06% 03.75% 01.39% 00.23% 00.13% 00.49% 00.16% 00.49% 00.49% 00.049% 00.29% 00.29%   5 100.00% 89.31% 01.30% 07.08% 02.31% 00.87% 00.00% 00.14% 00.14% 00.14% 00.00% 00.14% 00.00% 00.04% 00.00%   5 100.00% 89.31% 01.57% 06.62% 02.82% 01.04% 00.00% 00.00% 00.13% 00.00% 00.05% 00.05% 00.29% 00.29%   5 100.00% 09.16% 01.67% 06.62% 02.82% 01.04% 00.00% 00.00% 00.13% 00.00% 00.		8	%00.00	%00'00	00.00%	%00'00	00.00%	%00.00	00.00%	00.00	00.00	00.00%	%00.00		00 00%	700 D D 0.00
%         100,00%         84.82%         02.36%         09.06%         01.39%         00.23%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.23%         00.29%	e and	#	3,090	2,621	73	280	116	43	7	4	15	ហ	15	15	σ	Constitution of the consti
# 6492 618 9 49 16 6 6 0 1 1 0 0 14% 00.14%			100.00%	84.82%	02.36%	%90.60	03.75%	01.39%	00.23%	00.13%	00.49%	00.16%	00 49%	00 400¢	, 00	, , , ,
Hattve # 1,737 1,544 29 115 49 18 00.87% 00.00% 00.14% 00.14% 00.00% 00.14% 00.00% 00.04% 00.03% 00.29% 00.72% 00.72% 00.00% 00.00% 00.14% 00.00% 00.		**	692	618	6	49	16	9	0	r-I		2 0	-	00 ct.00	0.63.70	00.10%
Harry		····	100.00%	89.31%	01.30%	07.08%		00.87%	00.00%	00.14%	00.14%	%UU UU	, 00 14%	, and 00	7 60	)
Fersion 4 100.00% 88.89% 01.67% 06.62% 02.82% 01.04% 00.00% 00.00% 00.17% 00.00% 00.29% 00.98% 00.29	rative	*	1,737	1,544	29	115	49	18	0	0	e e	) O	P/ FT:00	47.70	00.7.2% E	
FISH TOTAL NOT THE TOTAL NOT T			100.00%	88.89%	01.67%	06.62%	02.82%	01.04%	00.00	00.00%	00.17%	%UU UU	2000	77	n 33	-
%         100.00%         90.19%         01.86%         05.83%         02.12%         00.07%         00.06%         00.00%         00.13%         00.06%         00.00%         00.13%         00.26%         00.32%         00.45%           EWORKERS         #         429         406         4         19         0         <	rers	*	1,560	1,407	29	16	33	12	T	0	2	1	4	p.00.300	00.23%	00.00%
ce Workers         #         429         406         4         19         0			100.00%	90.19%	01.86%	05.83%	02.12%	00.77%	00.06%	00.00%	00.13%	00.06%	00.26%	00.32%	00 45%	, t
%         100.00%         94.64%         00.93%         04.43%         00.00%	ice Workers	*	429	406	4	19	0	0	0	0	0	0		2 - 2	?	00.00
Work         #         20,849         18,548         479         1,419         403         111         31         24         57         19         54         39         55           %         100.00%         88.96%         02.30%         06.81%         01.93%         00.15%         00.12%         00.27%         00.09%         00.26%         00.19%         00.26%	***************************************		00.001	94.64%	00.93%	04.43%	%00.00	00.00	%00.00	00.00%	00.00%	00.00%	%00.00	, OO OO	70 00	20000
100.00%         88.96%         02.30%         06.81%         01.93%         00.53%         00.15%         00.12%         00.27%         00.09%         00.26%         00.19%         00.19%	i work	<u>i</u>	20,849	18,548	479	1,419	403	111	31	24	57	61	***	62	20.50 20.50	13
			%00.00	88.96%	02.30%	06.81%	01.93%	00.53%	00.15%	00.12%	00.27%	00.09%	00.26%	00 19%	76,00	7690 00

Secondary Criteria:

RCLF Criteria: National

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07

Please see Data Definitions.

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Table B4: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Workforce - by Disability FY 2007

	: :		TOTAL		Total by Di	Total by Disability Status	ıtus			manages of plants in the second secon	Detail	Detail for Targeted Disabilities	Disabilities	PPER AN also Associates and paper strip controllars	CHARLES STREET, AND THE CONTROL OF T	P. F. A. L. B.
1	:			[05] No Disability		Sandan and the sand and the san	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Ulmb/Spine
100   100	GS - 1	#	<b>-</b>			0	•	0	•		Û	0	•	•	0	•
4         6         0		%	100.00%	100.00%	%00'00	%00.00	%00°00	%00.00	%00:00	00.00	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
4.         100.00%         100.00%         0.00% <t< td=""><td>1</td><td>*</td><td>4</td><td>•</td><td>C</td><td>0</td><td>•</td><td>0</td><td>0</td><td></td><td>0</td><td>0</td><td></td><td>0;</td><td>0</td><td>0</td></t<>	1	*	4	•	C	0	•	0	0		0	0		0;	0	0
4         22         22         22         4         66         0 <td></td> <td>%</td> <td>100.00%</td> <td>100.00%</td> <td>%00.00</td> <td>%00'00</td> <td>%00°00</td> <td>%00.00</td> <td>%00'00</td> <td>%00'00</td> <td>00.00%</td> <td>00.00</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td> <td>00.00%</td>		%	100.00%	100.00%	%00.00	%00'00	%00°00	%00.00	%00'00	%00'00	00.00%	00.00	00.00%	00.00%	00.00%	00.00%
4. 102.00%         68.57%         0.0.00%         11.50%         11.50%         11.50%         11.50%         11.50%         11.50%         11.50%         11.50%         11.50%         10.000%         0	GS - 3	*	32	22	0	*		•	•	Distriction of the desired and the conference of the desired in		0	Colored Calendaria (Colored Colored Asiana	9		
4         148         102         1         27         188         4         0         0         6         3         3         3         1           4         100         66         66         7         100         00         6         3         3         5         3         5         6           4         634         497         17         76         44         13         5         2         5         3         3         5         6           4         634         497         17         76         44         13         5         2         5         3         3         5         6         6           4         600         100         00         0         0         0         3         3         5         6         6           4         100         0         0         0         0         0         3         3         5         6		%	100.00%	68.75%	%00.00	12.50%	18.75%	%00.00	00.00%	00.00	00.00%	%00.00	00.00%	15.63%	03 130%	00 00%
4         634         497         13.24%         13.24%         12.106         00.00%         65.54%         00.57%         00.00%         65.54%         00.27%         00.00%         65.24%         00.27%         00.00%         65.44%         00.00%         00.00%         65.34%         00.20%         00.00%         65.94%         00.20%         00.00%         60.00%         00.00%	GS - 4	#	148	102	₹	22	80	•	•	Marie to the first first the temperature director and distributions.	8	•		Carlo Comment of a state of a sta		00.00
4         654         497         17         44         13         5         2         5         5         5         5         5         6         4         4         497         17         76         444         17         762         645         17         61         48         17         0         3         5         5         5         6           4         762         645         17         61         49         1         0         3         3         1         0         3         1         2         1         3         1         0         3         1         2         1         3         1         0         3         1         3         1         3         1         0         3         1         3         1         3         1         3         1         0 <td< td=""><td></td><td>%</td><td>100.00%</td><td>68.92%</td><td>00.68%</td><td>18.24%</td><td>12.16%</td><td>02.70%</td><td>00.00%</td><td>00.00</td><td>05.41%</td><td>00.68%</td><td>02.03%</td><td>00.68%</td><td>00 68%</td><td>00 00%</td></td<>		%	100.00%	68.92%	00.68%	18.24%	12.16%	02.70%	00.00%	00.00	05.41%	00.68%	02.03%	00.68%	00 68%	00 00%
%         100.00%         78.39%         02.68%         11.99%         06.44%         0.0.19%         00.73%         00.73%         00.73%         00.73%         00.73%         00.73%         00.73%         00.93% <td>GS - 5</td> <td>*</td> <td>634</td> <td>497</td> <td>17</td> <td>76</td> <td>*</td> <td>13</td> <td>9</td> <td></td> <td>And the second s</td> <td></td> <td></td> <td>And the second s</td> <td>Section of manufacturing conductive for a second of the</td> <td>Commission of the Commission o</td>	GS - 5	*	634	497	17	76	*	13	9		And the second s			And the second s	Section of manufacturing conductive for a second of the	Commission of the Commission o
#         762         665         17         61         49         8         1         9         3         1         2         1           %         100.00%         87.27%         02.23%         06.01%         02.49%         01.05%         01.03%         00.03%         00.13%         00.05%         00.13%         00.05%         00.13%         00.05%         00.13%         00.05%         00.00%         00.03%         00.01%         00.03%         00.03%         00.00%         00	West of the second seco	%	100.00%	78.39%	02.68%	11.99%	06.94%	02.05%	00.79%	00.32%	00.79%	00.47%	00.79%	00.95%	00.470%	70CE UU
%         100.00%         87.27%         02.23%         08.01%         02.43%         01.05%         00.13%         00.00%         00.39%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.13%         00.10%         00.10%         00.00%	92 - 6	#	762	599	1	19	61	œ	7	0	•	•			Amiliador el America está fascada colombia esta como destre como	N. 36.00
4         1,782         1,581         36         35         19         3         1         4         0         5         0           %         100.00%         88.72%         01.68%         07.63%         01.07%         00.17%         00.06%         00.00%		%	100.00%	87.27%	02.23%	08.01%	02.49%	01.05%	00.13%	00.00%	00.39%	00.13%	00.26%	00 13%	200 200K	7000 000
% 100.00%         88.72%         01.68%         07.53%         01.07%         00.17%         00.06%         00.22%         00.00%         00.0	3S - 7	*	1,782	1,581	30	136	Section and and the second and annual	61	•	The state of the s	***	0			N. 60.00	0.00
#         98         87         1         7         3         0	1	8	100.00%	88.72%	01.68%	07.63%	01.96%	01.07%	00.17%	%90.00	00.22%	00.00%	00.28%	00.00%	00.11%	00 06%
%         1,795         88.78%         01.02%         07.14%         03.06%         00.00%	8 - S	*	86	87		And the state of t	and the control of th	0	0	0	0	•				0/00.00
#         1,795         1,579         47         137         32         10         4         2         7         2         2         0           %         100.00%         87.97%         02.62%         07.56%         00.25%         00.25%         00.11%         00.19%         00.11%         00.11%         00.11%         00.11%         00.11%         00.00%	:	%	100.00%	88.78%	01.02%	07.14%	03.06%	%00.00	00.00%	00.00	00.00%	00.00%	03.06%	00 00%	00 00%	<b>3</b> 00 00
%         100.00%         87.97%         02.62%         07.63%         00.156%         00.22%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.11%         00.01%         00.00%           %         100.00%         86.36%         04.55%         09.09%         00.00%	6 - 5	*	1,795	1,579	4	137	26	10	And the second s	The contract of the section of the contract of	2	2	7			, <b>U</b>
#         22         19         1         2         00         0			100.00%	87.97%	02.62%	07.63%	01.78%	00.56%	00.22%	00.11%	00.39%	00.11%	00.11%	00.00%	00.28%	00.00%
%         100.00%         86.36%         04.55%         09.09%         00.00%	is - 10	#	22	67		~	•	•	O The second sec	edichushungayi shaato wa tee san ahaan ja sa	O .	0	0	•	G	•
#         3,802         3,331         114         280         77         8         10         8         12         5         144         0           %         100.00%         87.61%         02.03%         07.13%         00.21%         00.21%         00.21%         00.32%         00.13%         00.37%         00.00%           #         4,125         3,711         104         262         48         8         7         6         9         3         7         0           %         100.00%         89.96%         02.52%         06.35%         01.16%         00.17%         00.15%         00.12%         00.02%         00.07%         00.00%           #         1,914         1,775         37         93         2         0         2         0         2         0         2         1         0           %         100.00%         92.74%         01.93%         04.86%         00.10%         00.10%         00.10%         00.10%         00.10%         00.10%         00.10%         00.10%         00.10%         00.00%         00.00%			100.00%	86.36%	04.55%	%60.60	00.00%	%00.00	%00.00	00.00%	00.00	00.00%	00.00%	%UU UU	00 00%	200 000
%         100.00%         87.61%         03.00%         07.36%         02.01%         00.26%         00.21%         00.32%         00.13%         00.37%         00.00%           #         4,125         3,711         104         262         48         8         7         6         9         3         7         0           %         100.00%         89.96%         02.52%         06.35%         01.16%         00.17%         00.15%         00.07%         00.07%         00.00%           #         1,914         1,775         37         93         2         0         2         0         2         1         0         2         0         2         1         0	is - 11	······································	3,802	3,331	114	280	2		0.	Manager through the state of th	77	<b>G</b>	The state of the s	0	41	9.00.00
#         4,125         3,711         104         262         48         8         7         6         9         3         7         0           %         100.00%         89.96%         02.52%         06.35%         01.16%         00.19%         00.17%         00.15%         00.22%         00.07%         00.00%           #         1,914         1,775         37         93         9         2         0         2         1         0           %         100.00%         92.74%         01.93%         04.86%         00.47%         00.10%         00.00%         00.10%         00.00%         00.10%         00.05%<			100.00%	87.61%	03.00%	07.36%	02.03%	00.21%	00.26%	00.21%	00.32%	00.13%	00.37%	00.00%	%4ZE UU	OO 160
%         100.00%         89.96%         02.52%         06.35%         01.16%         00.19%         00.17%         00.15%         00.22%         00.07%         00.017%         00.00%           #         1,914         1,775         37         93         9         2         0         2         0         2         1         0           %         100.00%         92.74%         04.86%         06.47%         00.10%         00.10%         00.10%         00.10%         00.00%         00.10%         00.00%         00.00%         00.00%         00.05%<	S - 12	*	4,125	3,711	104	262	*	<b></b>		Service of the formation of the service of the serv		The state of the s		to de la constitución de la cons	C.	207.00
# 1,914 1,775 37 93 9 2 0 2 0 2 1 0 0 2 1 1 0 0 0 0 0 0 0 0 0	:		100.00%	%96.68	02.52%	06.35%	01.16%	00.19%	00.17%	00.15%	00.22%	00.07%	00.17%	%00.00	00 179%	00.000
100.00% 92.74% 01.93% 04.86% <b>00.47%</b> 00.10% 00.00% 00.10% 00.00% 00.10% 00.05% 00.00%	S - 13	#	1,914	1,775	37	93	•	2	0		•		and the state of t	0	Andrew Williams Angeles and Park Proposition and Angeles and Park Proposition and Park Propos	Wilman School Control
W. 17 17 17 17 17 17 17 17 17 17 17 17 17			00.001	92.74%	01.93%	04.86%	00.47%	00.10%	%00.00	00.10%	00.00%	00.10%	00.05%	%U-U0	00 10%	ACCOUNTS AND ACCOUNTS AND ACCOUNTS

GS - 14	*	791	738	18	33	m	0	<b>a</b>	•		0		ممسم	0	•
	8	100.00%	93.30%	02.28%	04.05%	00.38%	00.00%	00.00%	%00'00	00.25%	%00'00	00.13%	4	00.00%	%00'00
GS - 15	#	320	296	4	#	the first state of the state of	0	0	O Commence of the commence of	-	0	•	0	•	0
	%	100.00%	92.50%	03.75%	03.44%	00.31%	00.00%	%00.00	%00.00	00.31%	%00'00	00.00	£	00.00%	00,00%
All	#	0	•		0		0	0	0	0	0	O Santa Carlo Carl	الرادي (عاردي) وفيرنسسين –	O Contraction of the Contraction	•
GS	8	%00.00	%00.00	%00.00	%00.00	00.00%	00.00%	00.00%	00.00%	%00.00	00.00%	%00.00	-	00.00%	00.00%
SES	#	23	23	•	0	O Commence of the Commence of	0	•	Vinnishmoot of Arthurs or hard vinish information in war with	According to the second	0		ممما	0	C.
	8	100.00%	100.00%	%00'00	00.00%	00.00%	%00.00	00.00	%00.00	%00.00	00.00%	%00.00	i i	%00.00	%00.00
TOTAL	#	16,253	14,431	399	1,128	202	72	30	**	<b>1</b>	The second secon	Waste of the second sec	مُنْكُمُنَاهُ	82	<b>or</b>
:	%	100.00%	88.79%	02.45%	06.94%	01.82%	00.44%	00.18%	00.13%	00.31%	00.10%	00.26%		00.23%	00.06%

Secondary Criteria: None

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent employees in a pay status.

Percentages are based on column totals

# Table B5: PARTICIPATION RATES ACROSS WAGE GRADES - Workforce - by Disability FY 2007

Grade - 1 # 0  Grade - 2 # 6  Grade - 3 # 18  Grade - 4 # 68  Grade - 5 # 2,432  Grade - 5 # 2,432  Grade - 6 # 1,007  Grade - 7 # 358  Grade - 7 # 358  Grade - 7 # 358	00.00% 3 30.00.07% 17 00.41% 56 01.35% 2,174 52.26% 908		0.00.00% 0.00% 0.00% 0.00% 0.00% 0.00%	Targeted Disability 0.00.00% 0.00% 0.00% 0.00%	00.00%	[23, 25] Blindness 0	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
# % # % # % # % # % # % # % # % # % # %	00.00% 3 3 00.07% 17 17 00.41% 56 01.35% 2,174 52.26%	00.00% 00.00% 00.00% 00.00% 37 46.25%	00.00% 3 3 01.03% 0 0 0 0 6	00.00% 00.00% 00.00% 00.92%	00.00 00.00	•				****			
2	3 3 00.00% 17 17 00.41% 56 56 01.35% 2,174 52.26%	00.00% 00.00% 00.00% 00.00% 46.25%	00.00% 01.03% 00.00%	00.00% 00.00% 00.92%	%00.00 0		•	•	•			0	•
# % # % # % # % # % # % # % # % # % # %	3 00.07% 17 00.41% 56 01.35% 2,174 52.26%	00.00% 00.00% 0 00.00% 46.25%	3 01.03% 0 00.00% 6	00.00% 00.92% 6	Parameter and the second secon	%00.00	00.00	00.00%	%00.00	%00'00	00.00%	%00'00	00.00%
% # % # % # % # % # % # % #	00.07% 17 00.41% 56 01.35% 2,174 52.26%	00.00% 00.00% 00.00% 37 46.25%	0.03% 0.00.00% 6.60.00%	00.00% 00.92% 6	A service of sections and sections are sections.	0	O Para Character of the Samuel Control of th	0	0	0	0	0	O
# % # % # % # % # % # % #	56 56 01.35% 2,174 52.26%	00.00% 0.00% 00.00% 37 46.25%	00.00%	00.92% 6	%00.00	00.00%	00.00%	%00.00	%00.00	%00.00	%00.00	%00.00	00.00%
3 # 3 # 3 # 3 # 3 # 3 # 3 # 3 # 3 # 3 #	56 51.35% 01.35% 2,174 52.26%	00.00% 00.00% 37 46.25%	00.00%	00.92%	o	•		•	0	O	Environment and an annual annu	O. Total Control of the Control of t	Comment of the Commen
# % # % # % # % # # % # % # % # % #	2,174 2,174 52.26% 908	.0 00.00% 37 46.25%	9 000	9	%00.00	00.00%	%00.00	%00.00	%00.00	00.00	03.85%	00.00	00.00%
% # % # % # % # S 9 L 8	2,174 52.26% 908	37 46.25%	,020 CO	700 200	<b>-</b>	0	•		•	0	A contract to a characteristic and the contract to the contrac		O - 4
# % # % # % #	52.26%	37	04.03.70	2	02.56%	%00.00	00.00%	16.67%	00.00%	%00.00	15.38%	00.00	%00.00
9 # % # % #	52.26%	46.25%	25	*	26	#		•		And the second s	***	<b>9</b>	The state of the s
# % # % # • L &	806		53.77%	58.72%	%29.99	100.00%	33,33%	33.33%	33.33%	63.64%	53.85%	58.82%	66.67%
% # % #		<b>5</b> 6	23	20	ø	0	0		+		9	The second secon	*
# % #	21.83%	32.50%	18.15%	18,35%	20.51%	%00.00	%00.00	16.67%	33.33%	18.18%	23.08%	05.88%	33.33%
8 #	322	9	7	•	2	0			•	0	٩		0
*	07.74%	07.50%	08.22%	05.50%	05.13%	%00.00	33.33%	33.33%	00.00%	%00.00	%00.00	05.88%	%00.00
Ammong a community of the control of	216	9	24	•	N	0		•	•	Ŋ	•	•	0
% 05.47%	05.19%	07.50%	08.22%	07.34%	05.13%	%00.00	%00.00	%00.00	%00.00	18.18%	03.85%	17.65%	%00.00
->	6			N	•	0	The second secon	•		0	•	•	9
%	02.33%	01.25%	01.03%	01.83%	%00.00	%00.00	33.33%	%00.00	33,33%	%00.00	00.00%	%00.00	00.00%
	189	<b>N</b>	15		0	0	0	•	•		0	0	0
% 04.44%	04.54%	02.50%	05.14%	00.00%	%00.00	%00.00	%00.00	00.00%	%00.00	%00'00	%00.00	%00.00	00.00%
Grade - 11 # 153	143	N	<b>~</b>		0	0	The state of the s	O.	•	0	0	erich der State in St	9
% 03.30%	03.44%	02.50%	02.40%	00.92%	%00.00	%00.00	00.00%	00.00%	00.00	00.00	00.00	05.88%	00.00
Grade - 12 # 23	22	0	0		0	0	0	0	0	O mention and the second of the second	0	and the second and th	0
% 00.50%	00.53%	00.00%	%00.00	00.92%	%00.00	%00.00	%00.00	%00.00	00.00	%00.00	%00'00	05.88%	00.00%
Grade - 13 # 8	<b>\(\Omega</b> \)	0	0	•	0	0	0	•	•	Annual of the Control	0		9
% 00.17%	00.19%	%00.00	%00.00	00.00	00.00%	%00.00	%00.00	%00.00	%00.00	%00.00	%00.00	%00'00	%00.00

Grade - 14	*	-	-	0	0				•	•	0	0	•	•	•
:	%	00.02%	00.02%	%00.00	00.00%	00.00	%00.00	%00.00	00.00%	%00.00	%00	%00.00	00.00%	%00'00	%00.00
Grade - 15	#	m	<b>673</b>	O THE REAL PROPERTY OF THE PRO	0	Comments and the transfer for the control of the co	0	0		9	0		0		O Comment of the Comm
	%	%90.00	%20.00	%00.00	%00.00	00.00%	%00.00	%00.00	%00.00	00.00%	%00	%00.00	00.00%	00.00%	00.00%
All Other	**	**	-	0	0	The second state of the second state of the second	0	0	0	•	0	Butter of the second se		D	O The Control of the
Grades	%	00.02%	00.02%	%00.00	%00.00	00.00%	00.00%	%00.00	00.00%	%00.00	%00	%00.00	00.00%	00.00%	%00.00
<b>TOTAL</b>	*	4,641	4,160	8	292	601	36	+	Article of the control of the contro	9	m.	A Contract of the Contract of	9Z	ZT	A Comment of the Comm
	%	100.00%	100.00% 100.00% 100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	.00	100.00%	100.00%	100.00%	100.00%

Secondary Criteria: None

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes WG grades for full-time, part-time, and intermittent employees in a pay status and excluding.

Percentages are based on column totals

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Workforce - Distribution by Disability FY 2007

1101         #         105   hb         [0.5] hb         [0.6] hb         [0.6] hb         Targeted         [1.6, 1.7]         [1.23, 2.35]         [64-68]         [71-78]         [64-68]         [71-78]         [64-68]         [71-78]         [64-68]         [71-78]         [62]         [71-78]         [62]         [71-78]         [62]         [71-78]         [62]         [71-78]         [62]         [71-78]         [62]         [71-78]         [62]			TOTAL		Total by D	Total by Disability Status	stus			Terminal Newschieff Associate 1: Terminal October 19 6 6 6 18 18 18 18 18 18 18 18 18 18 18 18 18	Detail	Detail for Targeted Disabilities	Disabilities	A TOTAL OF A TOTAL OF HITTERSHAMMENT AND A TOTAL OF A T	A 1995 A	
#         380         362         3         14         1         0 <th></th> <th></th> <th></th> <th>[05] No Disability</th> <th>[01] Not Identified</th> <th>····</th> <th>Targeted Disability</th> <th>[16, 17] Deafness</th> <th></th> <th>[28, 32-38] Missing Limbs</th> <th>[64-68] Partial Paralysis</th> <th>[71-78] Total Paralysis</th> <th>[82] Convulsive Disorder</th> <th>[90] Mental Retardation</th> <th>[91] Mental Illness</th> <th>[92] Distortion of</th>				[05] No Disability	[01] Not Identified	····	Targeted Disability	[16, 17] Deafness		[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of
%         100,00%         95.26%         00,78%         03.68%         00.00%	101		380	362	m	4	***************************************	0	0	0	0	-	W. A. Carlot of the community of Artifolds and community		THE THE PARTY PROPERTY AND AND ADMINISTRATION OF THE PARTY PROPERTY.	**************************************
#         2,371         2,143         55         150         23         4         1         1         4         0         3           %         100.00%         90.38%         02,32%         06.37%         00.04%         00.04%         00.01%%         00.00%         00.01%%           #         906         807         26         64         9         0         1         1         1         1         1         1           %         100.00%         80.07%         07.06%         00.09%         00.01%         00.11%         00.11%         00.11%         00.11%           %         100.00%         80.07%         07.06%         00.09%         00.01%         00.11%         00.11%         00.11%         00.11%           %         100.00%         86.55%         07.56%         00.08%         00.02%         00.12%         00.02%         00.02%         00.02%           #         714         618         38         54         4         0         0         1         0         0         2         2           %         100.00%         86.55%         05.32%         07.56%         00.05%         00.05%         00.05%         00.05% <td></td> <td>ક્ર</td> <td></td> <td>95.26%</td> <td>00,79%</td> <td>03.68%</td> <td>00.26%</td> <td>%00.00</td> <td>%00.00</td> <td>%00'00</td> <td>%00.00</td> <td>00.26%</td> <td>%00<sup>*</sup>00</td> <td>%00 U</td> <td>Well 90</td> <td>7000 QU</td>		ક્ર		95.26%	00,79%	03.68%	00.26%	%00.00	%00.00	%00'00	%00.00	00.26%	%00 <sup>*</sup> 00	%00 U	Well 90	7000 QU
%         100.00%         90.38%         02.32%         06.33%         00.017%         00.04%         00.04%         00.013%         00.013%           #         906         807         26         64         9         0         1         1         1         1         1           %         100.00%         89.07%         26         64         9         0         1         1         1         1         1         1           %         100.00%         89.07%         02.87%         07.06%         00.00%         00.011%         00.12%         00.12%         00.12%         00.12%         00.12%         00.12%         00.12%         00.12%         00.12%         00.12%         00.12%         00.12%         00.02%         00.12%         00.12%         00.12%         00.12%         00.12%	102		2,371	2,143	55	150	23	4	The state of the s		4	0	7 STATE CONTRACTOR	de la companya de la	And the second s	
#         906         807         26         64         9         0         1         2         2         2         2         2         2         2         2         2         2         2         2         2         1         7         1         1         1         2 </td <td></td> <td>8</td> <td></td> <td>90.38%</td> <td>02.32%</td> <td>.06.33%</td> <td>9626'00 A</td> <td>00.17%</td> <td>00.04%</td> <td>00.04%</td> <td>00.17%</td> <td>%00'00</td> <td>,00 13%</td> <td>, OU 00%</td> <td>0 O</td> <td>7</td>		8		90.38%	02.32%	.06.33%	9626'00 A	00.17%	00.04%	00.04%	00.17%	%00'00	,00 13%	, OU 00%	0 O	7
%         100.00%         89.07%         02.87%         07.06%         00.019%         00.11%         00.12%         00.25% <td>110</td> <td></td> <td>906</td> <td>807</td> <td>26</td> <td>64</td> <td>And the first of t</td> <td>0</td> <td>1</td> <td>The second secon</td> <td>-</td> <td>T</td> <td></td> <td>2 C</td> <td><b>2</b> 2</td> <td>200000</td>	110		906	807	26	64	And the first of t	0	1	The second secon	-	T		2 C	<b>2</b> 2	200000
#         816         708         29         62         17         7         1         1         2         2         2         2           %         100.00%         86.76%         03.55%         07.60%         02.08%         00.12%         00.12%         00.25%         00.25%         00.25%           #         714         618         38         54         4         0         0         1         0         0         2         2           %         100.00%         86.55%         05.32%         07.56%         00.00%         00.00%         00.04%         00.04%         00.04%         00.04%         00.04%         00.00%         00.00%         00.05%         00.25%         00.	:	8		89.07%	02.87%	07.06%	%66.00	%00.00	00 11%	00.11%	%11.00	70 11: 00:	700	7000 000	, oce vo	
%         100.00%         86.76%         03.55%         07.60%         02.08%         00.86%         00.12%         00.12%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.25%         00.28%         00.28%         00.28%         00.28%         00.28%         00.28%         00.28%         00.25%	101	٠ ٤	816	708	29	62	And the second s	7	1	Orline in antique and imposed to the Advantage Orline in the Advantage Orline	2	2	2 September 2	3		
#         714         618         38         54         4         0         0         1         0         0         2           %         100.00%         86.55%         05.32%         07.56%         00.56%         00.00% <t< td=""><td></td><td>8</td><td>~~~~</td><td>86.76%</td><td>03.55%</td><td>%09'Z0</td><td>02.08%</td><td>00.86%</td><td>00.12%</td><td>00,12%</td><td></td><td>- 00 050k</td><td>70% C UU</td><td>20000</td><td>70-11-00</td><td>2</td></t<>		8	~~~~	86.76%	03.55%	%09'Z0	02.08%	00.86%	00.12%	00,12%		- 00 050k	70% C UU	20000	70-11-00	2
%         100.00%         86.55%         05.32%         07.56%         00.56%         00.00%         00.00%         00.14%         00.00%         00.00%         00.28%           #         792         701         23         53         15         1         3         3         2         2         2           %         100.00%         88.51%         02.90%         06.69%         00.13%         00.38%         00.38%         00.25%         00.25%         00.25%         00.25%           #         1,210         1,063         32         74         41         13         8         3         7         3         4           %         100.00%         87.85%         02.64%         06.12%         03.339%         01.07%         00.65%         00.25%         00.55%         00.55%	03		714	618	38	54	TAT AN CHARLES AN AN CHARLAS AN	0	0	Nobbe berdenmen 1970s (Nobe mentihambar) (1960) Nommann	The state of the s			2	w.c7'nn	9 20 30 30 30 30
#         792         701         23         53         15         1         3         3         2         2         2           %         100.00%         88.51%         02.90%         06.69%         01.89%         00.13%         00.38%         00.38%         00.25%         00.25%         00.25%           #         1,210         1,063         32         74         41         13         8         3         7         3         4           %         100.00%         87.85%         02.64%         06.12%         03.39%         01.07%         00.55%         00.55%         00.55%         00.55%		8	100,00%	86.55%	05.32%	07.56%	00.56%	%00°00	00.00%	00,14%	**************************************	WOU OU	7086 90	<b>D</b>	-	0
%         100.00%         88.51%         02.90%         06.69%         01.89%         00.13%         00.38%         00.25%         00.25%         00.25%           #         1,210         1,063         32         74         41         13         8         3         7         3         4           %         100.00%         87.85%         02.64%         06.12%         03.39%         01.07%         00.666%         00.25%         00.58%         00.55%         00.55%         00.55%	10	#	792	701	23	53	15	-	8	Contract and contract of the c	2	To de la Visioni communicati i canada de la dela visión communicati i canada de la dela visión dela vi			**************************************	%OPCOA
# 1,210 1,063 32 74 <b>41</b> 13 8 3 7 3 4 % 100.00% 87.85% 02.64% 06.12% <b>03.39%</b> 01.07% 00,66% 00.25% 00.58% 00.58%		8	100.00%	88.51%	02.90%	06.69%	01.89%	00.13%	00.38%	00,38%	00.25%	Marian Ma	winimanadianimi dada il mano	7890 00	703.00	
100.00% 87.85% 02.64% 06.12% 03.39% 01.07% 00.66% 00.25% 00.58% 00.58%	10	*	1,210	1,063	32	74	41	13	8	3	7	3	4	The second secon	2	
		8	100.00%	87.85%	02.64%	06.12%	03.39%	01.07%	%99'00	00,25%	00.58%	%5C UO	Commence of the state of the st	references of temperature and the second sec	A promover of the fact of the second	warman will be a second and a s

Secondary Criteria: None

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

RCLF comparisons are based on 2000 Census National data.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Workforce - Distribution by Disability FY 2007

		TOTAL	<b>4</b> ··	Total by Dis	<b>Total by Disability Status</b>	S				Detail fo	or Targeted	Detail for Targeted Disabilities		27.7	**************************************
		, Портогрудория в состинент в сост	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Schedule A										The same are the same and the same are the s	and the state of t			ette eich exterminion i beleben bete mel	Kull radies arrees, s manufempangan palameterdes
Applications	*	*	*	* *	*	***	*	***	**************************************	*	*	***	*	***	***
	%	*	***	*	*	***	* *	*	* *	* *	* * *	*	* *	* *	* * *
Hires	*	25	10	***************************************	28	27	N	•	A property many of the first of	Z	The state of the s		•		0
	%	100.001%	18.52.%	% 100.00.% 18.52.% 07.41.%	51.85.%	22.22.%	03.70.%	05.56.%	01.85.%	03.70.%	01.85.%	01.85.%	%.00.00	03.70.%	%'00'00
Voluntarily Identified (Outside of Schedule A Applicants)	dentii	fied (Outside	of Schedu	ile A Applica	nts)	maner is a manared described to the described of the November of the State of the S	A TANAMAN IN THE STREET, STREE		Managara e a Caracta Agricologa de Caracta de La calendar de Caracta de Carac	tricke manimum of archaroly (Archipp A. A) months and	To a to be a subject to the subject			A A A A A A A A A A A A A A A A A A A	emilian mada a a a a a a a a a a a a a a a a a
Applications	*	**	**************************************	Action of the second se	A THE RESIDENCE OF THE PARTY OF	and the common consequence of the common con	***	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	***************************************	*	*	*	***	######################################	***
	%	***	***	*	***	**************************************	**	***	* *	*	*	* *	*	*	*
Hires	*	1,529	1,423	16	*	transcription of the State of t	0	0	9	Ser of continuous	•		0	•	0
	%	100.00.%	93.07.%	01.05.%	05.49.%	00.39.%	%'00'00	%'00'00	%'00'00	00.00.%	00.00	00.13.%	%'00'00	00,26.%	%:00:00

Secondary Criteria: None

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

This fixed list of major occupations was identified by the DLA J-14 and Corporate EEO Office.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2007

		TOTAL		Fotal by Dis	Total by Disability Status	SIL				Detail fo	Detail for Targeted Disabilities	Disabilities		E ANNUAL PROPERTY CONTRACTOR OF THE PROPERTY O	And Staff (Nessey) rengaments for the NAN States are
Agency DD07	San - San		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	*	1,469	1,367	12	48	9	-		0	0	O		0	Andread of the company of the compan	0
	ક	00.001	93.06.%		00.82.% 05.72.%	00.41.%	%`Z0'00	%'00'00	% '00'00	%:00.00	%:00:00	%;	%.00.00	00,27.%	% 00.00
Temporary	*	114	99	8	28	12	The state of the s	C C	The continue works or New Pack Appropriate type of the continue works and the continue of the	2	-	N	0	7	0
	8	100,00.%	100.00.% 57.89.%	07.02.%	24,56,%	10.53.96	.00.88.9%	02.63.%	00,88.%	.01,75,%	%'88'00	%*52'10	%:00°00	01.75.%	%:00:00
Non-	*	0	0	0	0		0	0	O waterproportion to the state of the particular	O Transferred At Statement At S	0	0	0	0	0
Appropriated	8	%.00.00	%'00.00	00.00.%	%'00'00	%'00'00	%:00:00	%'00.00	%'00'00	%'00'00	% 00 00	%'00'00	% 90.00 %	%'00'00	%:00:00
TOTAL	#	1,583	1,433	20	112	18	2	3	The state of the s	2	Н	٣	0	9	0
	8	100.00.%	90.52.9%	100.00.% 90.52.% 01.26.% 07.08.%	%'80'20	*******	00.13.%	00.19,%	00.06.%	90.13.%	%90.00	00.19.%	% 8.8 %	00.38.%	% 00 00
Prior Year	8		100.00.% 89.77.%	02.00.%	02.00.% 07.54.%	00.70.%	%'00'00	00.05.%	00.15.%	00.10.%	%:00:00	00.05.%	%:00:00	00.30.%	00.05.%

Secondary Criteria: None

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Workforce - Distribution by Disability FY 2007

	-	ا ا ا	Total by D	Total by Disability Status	atus		Detail for	Targeted L	Detail for Targeted Disabilities				AND PROPERTY OF THE PROPERTY O	an a made Arter Arter Arter paperson particular adults	A Company of the State of the S
		y (1,4,5,4,1,4,1,4,1,1,1,1,1,1,1,1,1,1,1,1,	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE: GS 13/14	14				B 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		to an annual section and property of a section of the section of t					top top, the state of the state	garagangilipag Aminina (A. a. mas i <sup>3</sup> . A. a. debih A. W. e. A. b. debi	ergegensgen Krammen er er e i in sterekterisk het speske klim	la aniila ara e sa fee a e e e e e e e e e e e e e e e e
Total	*	*	**	* *	***	4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	***	***	***	*	*	* *	The state of the s	Anna was a war a w	***
Applications Received	8	*	* *	* *	***	***	****	**	*************************************	***	* *	*	**	**	***
Qualified	*	* *	*	**	***	***	*	*	***		***	A A A A A A A A A A A A A A A A A A A	***	**	*
	8	***	***	***	**	***	**	* *	***	***	***	***	***	*	* *
Selected	*	533	491	41	Z	10	9	•	A consideration of the second		0	And the second s	Common to the control of the control	•	•
	%	100.00%	92.12%	02.63%	04.32%	00.94%	%00.00	00.00%	00.56%	00.19%	00.00%	00.19%	00.00%	00.00%	%00.00
Relevant Pool		620′9	5,486	17.	355	La Company of the Com	9	*		•	La	•	•	٥	
GRADE: GS 15			The second secon		Annual or a comment of a comment of a comment of the comment of th	THE R. P. LEWIS CO., LANSING MICH. S. P. LEWIS CO., LANSING MI	140 mg mark 180 mg	Anti-free continues Advincibility control of a 18 control of the	Applysma des despressedes d'emmesses d'emmes de de della de de	павы Алексина пом Алексину моложену предуственного учественного учественного моложения поможения	The control of the state of the				
Total	*	*	**	**	***	***	*	*	*	*	***	****	***	*	***************************************
Applications Received	8	*	* *	***	* *	**	**	* *	***	**	***	*	* *	* *	* *
Qualified	#	*	*	****	***	*	***	**	**	*	*	**	*	*	*
	8	*	*	**	*	**	***	*	***	**	* *	* *	* *	* *	* *
Selected	*	09	26	7	7	•	0	0	0	0	0	0	0	0	0
	8	100.00%	93.33%	03.33%	03.33%	%00'00	00.00%	%00.00	00.00%	00.00%	00.00%	00.00%	%00.00	%00.00	%00.00
Relevant Pool		791	738	18	32		•	0		7	0		•	•	0
GRADE: SES								**************************************							-
Total	*	**	**	*	****	***************************************	***	***	***	***************************************	*	**	*	*	***
Received	%	* * *	*	**	**	**	**	***	*	***	* * *	*	*	* *	* *
Qualified	*	***************************************	***	*	**************************************	The second secon	***	***	State Community of the	and to disting a contract of the state of th	**************************************		***	*	*
	%	* *	* *	* *	* *	***	***************************************	* *	***	***	* *	* *	* *	* *	*
Selected	*	~	8	0	0		0	0	O Commence of the Commence of	0		The second secon	The state of the s	0	•
	8	100.00%	100.00%	%00.00	%00.00	00.00%	%00.00	%00.00	00.00%	%00.00	%00.00	%00.00	%00.00	00.00%	%00:00
Relevant Pool		1,111	1,034	90	43	*	o	0	0	•	•	•	0	0	0

Secondary Criteria: None Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07 Data shown includes full-time, part-time, and intermittent employees in a pay status. Relevant Pool is limited to Agency GS 14's and 15's

Please see Data Definitions for NOA codes and Pay Plans included in this report.

\*\*\* This data is not available.

## Table B13: EMPLOYEE RECOGNITION AND AWARDS - Workforce - by Disability FY 2007

		TOTAL	To	<b>Total by Disability Status</b>	bility Statu	ø				Detail fo	r Targeted	Detail for Targeted Disabilities			THE THE STATE OF T
		Angele Angel	[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Iliness	[92] Distortion of Limb/Spine
Time-off Awards -		1-9 hours	A. C.	To part of the second s	energen maner anne men er et dit men selve d'un del delse				Added to the second of the second	p. Annungara kirikun ara a a a a birtabi bir kata pa di spejangara kirikun da a a a a birtabi bir kata pa di spejangara kirikun da a a a a birtabi bir	gd span i me ini inime inika da papapapa			marin demokritiscopraminimi i meden demokritiscoprami	And Annual control of the Spirite Spir
Total Time-	**	5,430	4,795	149	388	86	24	Ŋ	o o	17	ω	15	9	73	1
off Awards - 1-9 hours	%	100,00%	88.31%	02,74%	07.15%	01.80%	00.44%	%60.00	00.17%	00.31%	00.15%	00,28%	00.11%	00.24%	00.02%
Total Hours		28,565	25,238	800	2,025	202	128	20	48	76	52	72	36	99	4
Average Hours	ya.	5.26	5.26	223	5.22	2.0	es.	4.00	2.33		6.50	8.4	009	5.08	4.00
Time-off Awards	1	9+ hours	The state of the s	Angement and the second and the seco	The second secon	and a demonstrate to the trade of the annual t	and the second s	A comparagatement Assessment provides to A de ta	ANN	- Transfer of the Control of the Con			actions are a second		
Total Time-	#	620	252	20	38	10	The second secon	0	н	2		<b></b> 1	0	3	
off Awards over 9 hours	8	100.00%	89.03%	03.23%	06.13%	01.61%	00.16%	%00.00	00.16%	%28.00	00.16%	00.16%	%00'00	00,48%	00,16%
Total Hours	no canadana e	16,801	14,679	618	1,268	236	32	0	30	20	24	24	0	99	4
Average Hours	ys.	27.40	26.59	30.90	33.37	23.60	32.00	0.00	30.00	10.00	24.00	24.00	0.00	22.00	40.00
Cash Awards - \$100	- \$10	0 - \$500	empropries of the state of the	man or amanana ray on an one of the manana or one	ensystem throughtensystem fragitals to the content of the content	And And Security Law and an And Spinston Control of Spinston Contr							ppyrrupuspilassium A. AAAA BAAAAAAAAA	A A A CHARLES THE SECOND SECON	
Total Cash	*	14,257	12,782	290	911	274	84	17	15	32	10	38	36	30	12
Awards \$500 and under	8	100.00%	89.65%	02.03%	966:39%	01.92%	00.59%	00.12%	00 11%	00.22%	00.07%	00.27%	.00,25%	00.21%	%80'00
Total Amount		4,486,516	4,017,492	96,904	291,555	80,565	23,940	5,200	5,332	9,175	3,125	11,885	10,408	8,100	3,400
Average Amount	unt	314.69	314.31	334.15	320.04	294.03	285.00	305.88	355.47	266.72	312.50	312.76	289.11	270.00	283,33
Cash Awards	- \$501+	+1	and a common challeng the accordance to challeng the state of the challeng the chal	Acedem Villa de Gerran especielos especientes de Villa de Gerran de Villa de Villa de Gerran de Villa de		official standards and substitution of the standards and s	man san amangkan amangkan kanaman asam ang arangkan ang arangkan ang arangkan ang arangkan ang arangkan ang ar	encombraces and advantage of the comprehensive of t	AND WAY BRING DOWNERS AND TOTAL STREET, WAS AND THE STREET, WAS AN	THE COUNTY OF TH				AND THE CHARLES AND THE STATE OF THE STATE O	THE PROPERTY OF THE PROPERTY O
Total Cash	#	9,644	8,722	216	572	134	26	21	13	27	8	17	m	16	C
Awards \$301 and over	8	100.00%	90.44%	02.24%	05.93%	01.39%	.00.27%	00.22%	00.13%	00.28%	%80 <sup>°</sup> 00	00.18%	00.03%	00.17%	00.03%
Total Amount		14,538,839	13,185,181	336,241	851,414	166,003	30,479	22,855	18,229	39,564	8,600	22,275	2,616	17,785	3,600
Average Amount	unt	1,507,55	1,511,72	1,556.67	1,488.49	1,238,83	1,172,27	1,088.33	1,402.23	1,465,33	1,075.00	1,310.29	872.00	1,111.56	1,200.00
Quality Step Increases (QSIs)	Incre	ases (QSIs)	in productive with preference to the productive property of the productive pr	A TANAN AND A STATE OF A STATE AND A STATE OF A STATE O	TANKAN TATAMBAN ANAKAN MANAKA PANAKA PAN	Britis mannet i demonstration and My condition time de	gibrerennigitationshipsethytelstyten o't	ANTHER TRANSPORTED TO STREET THE STREET TO STREET	Transmitter of transmitter of transmitter of the control of the co	Catalogue A.	The second secon				
Total QSIs	#	505	470	5	24	7	0	0	0		0	0	0	-	0
AWalued	8	100,00%	93.07%	01.78%	04.75%	%0000	%00'00	%00'00	%00'00	00,20%	%00'00	%00°00	%00'00	00.20%	%00'00
Total Benefit		*	*	* *	* *	* *	*	*	*	* *	* * *	* * *	* *	* *	*
Average Benefit	efit	***	***	***	**	***	* *	**	**	*	*	**	***************************************	***	*

Secondary Criteria: None

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions for NOA codes included in the types recognition and awards.

\*\*\* This data is not available.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Workforce - by Disability FY 2007

	- 14 mil 14 M	TOTAL	-	<b>Fotal by Dis</b>	<b>Total by Disability Status</b>	sn				Detail fo	or Targeted	Detail for Targeted Disabilities			
			[05] No Disability	[05] No [01] Not [06-94] Disability Identified Disability	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	1,585	1,346	53	149	37	٣		2	80	<b>H</b>	m	٣	មា	7
	8	100.00% 84.92%	84.92%	03.34%	09.40%	02.33%	00.19%	00.44%	00.32%	%05:00	%90.00	9%61.00	00.19%	00.32%	9621300
Involuntary	*	166	145	9	10	w	0	0	<b>V-1</b>	0	<del></del>	₹ <sup>™</sup>	0	2	0
	*	% 100.00% 87.35%	87.35%	03.61%	06.02%	03.01%	%00 00	%00.00	%09.00	%00'00	%09'00	%09 <sup>0</sup> 00	%00'00	01.20%	%00:00
Total	*	1,779	1,516	09	161	74	e e	, h	9	8	ν	4	The state of the s	edinford et a de la desta della dell	2
Separations	8	% 100.00% 85.22%	85.22%	03.37%	03.37% 09.05%	02.36%	00.17%	.00.39%	00.34%	00.45%	00.11%	00.22%	00.17%	965,00	00.11%
Total Work	*	20,894	18,591	479	1,420	404	111	31	24	57	20	54	39	55	13
Force	%	% 100,00% 88.98%	88.98%	02,29%	02.29% 06.80%	01.93%	00.53%	. 00.15%	00.11%	00,27%	.00.10%	00.26%	%61.00	00,26%	00.06%

Secondary Criteria: None

Appointment Type Criteria: Permanent and Temporary

Data from: 09/30/2007 Printed on: 11/09/07

Data shown includes WG grades for full-time, part-time, and intermittent employees in a pay status.

Please see Data Definitions for NOA codes included in the types of separations.

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